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Tom McDonald

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LETTERS
LETTRES

Educators should do homework

The article by John E. McPeck "The Dilemma Facing Educational Research" *(CAUT Bulletin*, October 1981, pp. 18-19) contrasts the success rate of education applications to SSHRCC with that of archaeology/anthropology applications to SSHRCC. McPeck suggests in his analysis that a positivistic bias in mentality is one of the factors working against educational research in the process of grant evaluation, and that archaeology/anthropology are as successful in the process as they are because those disciplines most closely resemble natural sciences.

McPeck's article can only reinforce any lurking suspicions concerning the "unscientific" nature of educational research. He has provided no evidence at all to substantiate the claim in this statement: "Of all the social sciences, which comes closest to looking like, indeed being like, a natural science? Clearly it is archaeology, with anthropology running a close second. Both these disciplines make extensive use of nice research gadgets such as radio-active carbon dating (like their counterparts in physics and chemistry), and both collect and taxonomize various material artifacts (like their natural science counterparts in biology). If this isn't *scientia*, what is?"

McPeck has not indicated that he looked at even one grant application from an anthropologist; he has not considered alternative interpretations (for instance some types of anthropology grant applications are eligible for alternative sources of funding, which may lead to only the tightest applications going to SSHRCC, etc.); and he has not even given us a rough, subjective, unscientific appraisal of the last rejected applications from educators. As a (linguist) anthropologist, I reject the vestiges of positivism, but Professor McPeck fails to distinguish between positivistic dogma and a thoroughly respectable humanistic rigor and clarity of presentation.

I would suggest that one possible factor in the success of anthropology grants (and I think that archaeology and anthropology ought to be separated for the purposes of this discussion) may be that anthropologists are specialists in analyzing the cultures with which they deal. Granting agencies also have a culture, also subject to analysis. Maybe educators ought to do their homework better.

Despite the blatant flaws in his presentation, I would second Professor McPeck's suggestion that curriculum related research projects ought to be eligible for funding... I have several that I would like to submit.

Margaret Seguin
Assistant Professor
Department of Anthropology
The University of Western Ontario

Politics, not pedagogy

Perhaps what Dr. Newton says in "Improving university teaching" *(CAUT Bulletin*, September 1981) is the best that can currently be said about the matter, but I would like to think not. Arguing that we should "define more specifically what good teaching is," he fails to go on to show how we (or indeed he) might take up that challenge.

He says nothing about what good teaching is. He talks instead about what may or may not facilitate it (incentives, participation in conferences, revision of courses, etc.) and what may or may not result from it (satisfied students, crowded classes, invitations to lecture elsewhere, etc.). If he meant to talk about what good teaching *does* — and the article suggests that for Dr. Newton a "performance-based model" and an "outcomes-based model" of teaching are the same thing — it then seems extraordinary that in 2,500 words or so he doesn't once let drop the word "learning".

Belying its title, the article is not concerned with pedagogical development but with the politics of managing university teachers. I wish he had said so.

David Wheeler
Professor of Mathematics
Concordia University

Tariff changes stupid

Regarding the article by Dennis Tuck on "Recent tariff a blow to universities", *CAUT Bulletin*, September 1981.

Mr. Tuck has made the statement "...the proposals have obviously received strong support from the Canadian manufacturers of laboratory chemicals".

That blanket statement only applies to one or two companies in Ontario. In Alberta there is a company called Terochem which manufactures chemicals, rebottles chemicals, and sells chemicals others make. This company supposedly would gain from the new tariffs. However, if you call Dr. G. Tertzakian, 438-2222, you will discover that his company feels the tariff changes and the paperwork they entail are stupid and just another method for the federal government to draw money out of the provinces.

The only companies who might be arguing for the tariffs are Ontario-based companies such as BDH that are having trouble competing. None of the companies that are thriving in Canada support the law. The problem is a management one, not a tariff barrier. The other problem is that organizations such as CCUCC (Council of Canadian University Chemistry Chairmen) tend to believe that the one or two people they know in Ontario are representative spokesmen for the Canadian Chemical Industry.

J.G. Timourian
Department of Mathematics
University of Alberta

Unjustified bias

In his book review ("Towards Universal Understanding," *CAUT Bulletin*, October 1981) Trevor L. Williams displays an unjustified bias against writings critical of the Soviet Union. In attacking Robert Wesson's *The Aging of Communism*, Williams complains that the "academic respectibility" of the book is "compromised" because most of the sources are "either Western or émigré." But Williams also objects to Wesson's use of a *samizdat* source, reliance on which he regards as "questionable" in a scholarly study. In Williams' eyes, apparently, *samizdat* (underground "self-publishing" in the Soviet Union) provides us with sources no more respectable than those of Western and émigré origin.

Then what sources remain? Williams does not tell us, but the implication is obvious. If *samizdat* as well as Western and émigré sources are ruled out, we must either avoid writing about Soviet affairs altogether or rely on material published in the Soviet bloc with official approval.

Commenting on another book, Williams qualifies somewhat his dismissal of Western sources; he indicates that use of such sources is acceptable after all if material is skilfully selected from them in such a way as to portray the Soviet system in a favorable light — as he puts it, to "support an opposite conclusion" from that dictated by the "negative bias" of the original author. (I emphasize the significance of the words "opposite conclusion", which clearly means something different from "more balanced conclusion.") A writer with less

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Saint Mary's University
Halifax, Nova Scotia

Dean of Commerce

Applications are invited for the position of Dean of the Faculty of Commerce which becomes vacant June 30, 1982.

The Faculty offers Bachelor of Commerce, Honours, and Master of Business Administration programs and includes five departments: Accounting, Economics, Finance and Management Science, Management, and Marketing. The Faculty of Commerce has the largest undergraduate enrolment in the Atlantic Provinces and is committed to quality research and teaching in a predominantly undergraduate institution. The appointee will be expected to provide dynamic leadership in both these areas.

Candidates should have a strong background in administration, research and teaching, and be qualified for senior academic work.

Position is open only to Canadian citizens or permanent residents of Canada.

Written applications, with a résumé and the names of three referees, should be sent to:

Joseph G. Jabbra
Academic Vice-President
Saint Mary's University
Halifax, Nova Scotia B3H 3C3

Federal/provincial funding: the battle continues

by Richard Bellaire

The CAUT has intensified its lobbying campaign with the federal government on the question of changes to the Established Programs Financing (EPF) Act. The proposed changes could result in massive cuts in transfer payments from the federal government to the provinces for post-secondary eduction.

Documents leaked to an Ottawa newspaper show that the federal cabinet is still seriously considering an option that would cut nearly one billion dollars from the federal transfers. These cuts could be passed on to the post-secondary institutions by their provincial governments resulting in total income losses for the universities of as much as 15 to 20 per cent, beginning in April 1982.

The CAUT has been maintaining continuous contact with the Association of Universities and Colleges of Canada (AUCC) and the Canadian Federation of Students, with whom the Association shares information and co-ordinates activities relating to EPF.

In October, the new Canadian Federation of Students held its founding convention in Ottawa (replacing the old National Union of Students). The students spent one day lobbying on Parliament Hill where they met some 30 M.P.'s, including the new Secretary of State Gerald Regan. Since he had just taken over the portfolio, Regan was unfortunately uninformed about many aspects of EPF.

The AUCC and various university presidents, have communicated to the federal cabinet and their local M.P.'s their concern over the proposed cuts. President Ham of the University of Toronto had a luncheon for all Toronto members to discuss the impact the cuts would have on the university.

The provincial associations have been very active also. NSCUFA has been working closely with the Nova Scotia students. FAPUQ has been working in conjunction with the CAUT in a letter writing campaign to all Quebec M.P.'s and will be sending representatives to some of the meetings the CAUT has with federal officials. The Federation of New Brunswick Faculty Associations is organizing a letter writing campaign, arranging for public meetings and advertisements. The New Brunswick group met with Premier Hatfield on October 8 to impress on him the role of the provincial governments in the underfunding of universities. The premier agreed to consult with FNBFA before beginning negotiations with the federal government on EPF.

Ontario's provincial association (OCUFA) is putting its efforts into five areas:

- encouraging individual faculty members to become active — by letter writing or phoning their M.P.;
- promoting and assisting local efforts;
- conducting advocacy advertising;
- making visible public alliances;
- carrying out regular lobbying of senior government officials.

OCUFA included in the material it provided for its members an outline of what could be included in a letter to M.P.'s.

On October 22, Premier Davis met with the Presidents and Chairmen of the Boards of Governors of each university in Ontario. Davis said that his government would not make any statement on the future of universities in Ontario until after the federal government makes its announcements on EPF in the budget in November. Dr. Bette Stephenson, Minister of Universities and Colleges in Ontario, did, however, make a public statement that if the federal government went through with the cuts it could lead to re-structuring and possible closing of some universities in Ontario.

A meeting of the university faculty associations of the four western provinces on October 22 in Victoria produced a strong statement calling for Lloyd Axworthy's resignation if he supported the proposed cuts.

The CAUT has discussed EPF concerns with the Canadian Labour Congress who raised the question at their meeting on October 8 with Finance Minister Alan MacEachen. The CAUT has also held discussions with the Canadian Union of Public Employees, which represents many of the non-academic workers on campus. And the CAUT has raised the EPF question at the meetings of the Consortium of Scientific and Educational Societies. The CAUT also participated in the Canadian Federation of Biological Societies' (CFBS) annual lobby of M.P.'s in late October. This year the CFBS met some 65 M.P.'s and lobbied exclusively on EPF cutbacks and their potential impact on research and development. At the CFBS press conference, Dr. René Simard, past president of the Medical Research Council, spoke of the importance of EPF in providing the infrastructure and indirect funding to allow research to be carried out in Canada.

The Alma Mater Society of Queen's University held a two-day seminar on "Education and Society" at which Bruce Tate of the Canadian Confederation of Students and a representative of the CAUT spoke on EPF. Professor Marion Porter was the keynote speaker and talked on accessibility.

In a letter dated September 17, the

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COADY INTERNATIONAL INSTITUTE

THE COADY INTERNATIONAL INSTITUTE INVITES APPLICATIONS FOR THE FOLLOWING PART-TIME TEACHING POSITIONS:

PROGRAM EVALUATION METHODS
- Four-week appointment, June 7 - July 2, 1982
- Professional Qualifications in evaluation methodology and experience in evaluation of social and economic development programs.
- Sixty (60) hours of class instruction (workshop format) with Third World trainees who are engaged in social and economic development programs. Course content focuses on evaluation designs appropriate to pre-program assessment, program monitoring and assessment of program outcomes.
- Teaching stipend negotiable.

RURAL DEVELOPMENT AND PROGRAM PLANNING METHODS
- Two-month appointment, June 14 - August 13, 1982
- Professional experience in planning methodology and in Third World rural development programming.
- Thirty (30) class hours in Rural Modernization Program related to Third World development, and thirty (30) class hours in Program Planning Methods. Students consist of Third World mature students engaged in social and economic planning in both the public and private sectors.
- Teaching stipend negotiable.

ADDRESS APPLICATIONS TO:
Dr. A.A. MacDonald, Director
Coady International Institute
St. Francis Xavier University
Antigonish, Nova Scotia, CANADA
B2G 1C0

ST. FRANCIS XAVIER UNIVERSITY

Major cutbacks hit British Universities

by Richard Bellaire

Canadian universities could be facing a very grim future if the federal government follows through on its threats to make massive cuts in transfers to the provinces for post-secondary education.

For a nightmarish preview of that future, one need only cast a glance at the situation of universities in Great Britain where extensive government cutbacks are already underway.

The British University Grants Committee (UGC) set out its cutback strategy in letters to all universities in Great Britain in early July. The general strategy calls for the following measures:

- a 10 per cent decrease in university income per student;
- the ending of special privilege staffing positions for medicine;
- a three to five per cent decline in the number of students by 1983-84;
- a reduction of students in social sciences and an emphasis on the hard rather than the soft sciences.

In addition to the general strategy, each university received a special letter regarding its particular programs, courses and student numbers. Here, ten universities, including Oxford and Cambridge, suffered little or no cutbacks, five suffered major cutbacks, with the remainder suffering some cutbacks.

What is meant by large cutbacks can be seen in the situation at the following institutions. Aston University faces the loss of 18 per cent of its revenue over the next three years; Bradford University will suffer a 19 per cent loss, and Salford a 44 per cent decrease. Salford's letter from the UGC stated that the committee "recommends":

> substantial reductions in student numbers in social studies... European languages should continue on reduced scale. The committee invites the university to consider discontinuing

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bias of his own than Williams might well doubt that it is respectable scholarship to base a favorable interpretation of the Soviet system on points wrenched from the context of sources generally critical of that system. I suspect that Williams would be among the first to protest if such a technique were used by a conservative author to justify sympathy for a right-wing government.

Williams refers to the West's unwillingness to include in the Universal Declaration of Human Rights 'a condemnation of fascism and of fascist ideas, a subject of pressing importance to a country that had lost one-tenth of its population in resisting Nazi Germany." Again, the writer's bias is disturbing. The Soviet Union was vulnerable to Nazi attack in 1941 partly because Moscow's collaboration with Hitler, during the period of the Nazi-Soviet pact, had given the Nazis a free hand to attack in the West and thus to eliminate the Western Front in 1940. Moreover, if the loss of Soviet population resulting from fascist policies should have led to a condemnation of fascism in the Declaration, the almost certainly greater loss of Soviet population as a result of Communist policies would equally have justified a condemnation of Communism.

In his book *Lenin*, Robert Conquest draws attention to evidence (derived from Soviet statistics) that the Communists under Lenin caused nearly 14 million deaths, including about half a million victims of the Red Terror. In his detailed study *The Greater Terror*, Conquest concludes that during the Stalin years (1930-1953) the Soviet authorities were responsible for an additional 20 million deaths at a minimum, and perhaps for 30 million. Professor D.V. Pospielovsky, a respected specialist on Soviet history with whom I share a course on 20th Century totalitarianism (Communism and National Socialism), calculates the total deaths caused by Communism among the Soviet population at about 45 million. In their book *Victims of Politics: The State of Human Rights* (Columbia University Press, 1979), Kurt Glaser and Stefan T. Possony cite both Conquest's figures (a total of perhaps 35 million or more dead) and Aleksandr Solzhenitsyn's higher estimate (66 million).

The Soviet regime remains today the world's leading enemy of human rights, not only because of repression within its own empire but also because of its support for terrorism abroad (support ably described by Claire Sterling in her recent book *The Terror Network*). It is unfortunate that Trevor Williams refuses to be realistic.

Kenneth H.W. Hilborn
Associate Professor
Department of History
University of Western Ontario

One-sided propaganda

I just received my first copy of the *CAUT Bulletin*, as an old member of the Teachers' Association. While I am glad that the organization has a "mouthpiece", I sincerely believe that there is no place in it for one-sided, biased leftist propaganda. Page 12 (September 1981 issue) is devoted to Amnesty International, with the usual horror stories about Latin America. It continues on pages 13-16 until you get the impression that the persecution of intellectuals in Chile is our main pre-occupation. Obviously, it still does not occur to you and the many admirers of Amnesty International that this is a deliberate smoke-screen, so that this infiltrated and undermined organization need not point to the countries where the real problems are, that is the Soviet bloc. Or, while we dare to criticize Latin American banana states, we are very, very cautious to mention the innumerable victims of the Soviet terror. I do not condone injustice and persecutions in South America; however, there is no doubt in my mind that, should the Left take over, there too the number of jailed, tortured and executed innocents would rise dramatically.

Until such time as you intend to balance your information, I am ashamed to belong to this organization and do not wish to remain on your mailing list.

Professor J.A. Kellen,
Sunnybrook Medical Centre,
University of Toronto.

Editor's note: Over the years, the CAUT Bulletin has published a great deal of information dealing with repression in Soviet bloc countries contained in articles, news stories and the Amnesty International column.

Student seeks help for fellow Salvadoreans

by Jill Greenwell

To be a student or a teacher in El Salvador is to be automatically branded a criminal.

This observation from a Salvadorean student who is currently touring Canada to garner support for that country's students and scholars.

The Canadian Federation of Students is sponsoring the fund-raising tour as part of an international campaign.

In a country where some 20,000 have died in the recent conflict, teachers and students follow peasants and other workers as the most likely targets for the government's security forces.

The University of El Salvador—the only state university and the largest in the country with three campuses — was closed down in June 1980 after an attack by 500 national guardsmen and army personnel, backed by tanks and armoured vehicles. Some 50 students were killed and another 100 imprisoned. The government accused the university of harbouring guerillas when a series of tunnels with dead bodies was discovered on the campus. The university's explanation that the tunnels housed the water mains and the bodies were those from the morgue at the university's medical centre was ignored.

Since then the campus has been sealed off and continues to be occupied by the troops who have ransacked the buildings and are frequently seen in the mornings at the edge of the campus selling university equipment. Nothing much is left of the university, which once taught 23,000 students annually, except for the shells of buildings. In the past eight years, the university has been closed four times.

A recent rector, Dr. Felix Uolla, who was elected by the university community rather than government-appointed, was assassinated in October 1980, a few days before he was scheduled to leave on a speaking tour of western Europe. Earlier this year, members of the Superior University Council, which still functions informally, were imprisoned for 15 days because of their support for the Democratic Revolutionary Front (FDR) and the Farabundo Marti Front for National Liberation (FMLN).

According to the Salvadorean student, members of the National Guard go on regular night raids in residential areas searching out "subversives". If no "subversives" are found, guard members round up groups of students — all of whom are under suspicion, slit their throats, and line up their bodies on the streets as a warning to others.

The university community is not the only target group. All secondary schools have been closed and some 20 percent of the members of the teachers' organization ANDES are reported to have been singled out as examples and killed. As in China during the Cultural Revolution, a whole generation of secondary school students will not be educated.

During the next few months, a Salvadorean student will be visiting Canadian campuses to raise funds for medical supplies and the establishment of an alphabetization program similar to Nicaragua's. The student will also be urging groups to sponsor Salvadorean students wanting to study in Canada and universities to offer visiting professorships to academics from El Salvador.

The Canadian Federation of Students will be working closely on this project with such groups as Oxfam, CUSO and the United Church.

Brock fights "hit list" image

Brock University in St. Catharines has been running a campaign to counter the image that it is a candidate for closure. The University took out an advertisement in *The Globe and Mail* and has been conducting other activities to demonstrate its validity.

Brock officials want to emphasize that it is not on any "hit list" of universities to be closed in Ontario. No representative of the Ontario government has ever mentioned Brock as a possible candidate for closure and Dr. Bette Stephenson, Ontario's Minister of Universities and Colleges, stated on one of her recent visits, that she was very impressed with the school.

With enrollment up dramatically this year, a population of several hundred thousand to draw from, a large part-time enrollment and disciplines attracting students, the University has good reason for contesting rumours that it is in trouble.

The *CAUT Bulletin* will be featuring Brock in an article by Richard Bellaire appearing in the February issue.

THE UNIVERSITY OF ALBERTA
DEPARTMENT OF COMPUTING SCIENCE
Chairman

Applications are invited for the position of Chairman. We are looking for someone with excellent leadership qualities to spearhead the expansion of the Department. The appointee should have an established reputation as a research scholar and a wide grasp of various aspects of computing science, ranging from the practical to the theoretical. The position requires a dynamic individual who must be comfortable communicating with representatives of the University, industry and government. The Department, which consists of six full professors, nine associate and three assistant professors, has a wide range of research and teaching interests, including graphics, computer architecture, operating systems, numerical analysis and artificial intelligence. Hardware support for research and teaching includes an Amdahl 470-V8, a VAX 11/780, Nanodata QM-1, PDP-11's, a PLATO system and a well-equipped mini and microcomputer lab. The position will be open on July 1, 1982. Salary and rank are open. The University is an equal opportunity employer, but in accordance with Canadian immigration regulations, Canadian citizens and permanent residents will be given preference. Applicants should send a detailed curriculum vitae and the names of three references by January 15, 1982 to:

Dr. W.J. McDonald
Dean of Science
The University of Alberta
Edmonton, Alberta, Canada
T6G 2H1

Phone: (403) 432-4757

UNIVERSITY OF GUELPH ONTARIO VETERINARY COLLEGE

Large Animal Surgery

The Department of Clinical Studies of the Ontario Veterinary College, University of Guelph requires an Assistant Professor in the area of Large Animal Surgery as of January 1, 1982. This would be a contractually limited appointment for a one year term.

The duties of the applicant will be to teach surgery at the undergraduate and graduate level and to participate as a clinician in the Veterinary Teaching Hospital.

The applicant must be licensed or eligible to be licensed to practice veterinary medicine in the Province of Ontario. Completion of an intern/residency program is desirable. Salary will be commensurate with experience and qualifications. Only those persons who legally are entitled to work in Canada need apply. Position is subject to budgetary approval.

Enquiries regarding the position should be made to: Dr. M. R. Wilson, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1.

Strike at Technical University of Nova Scotia in Halifax

Power now shared at TUNS

by Donald C. Savage

During the past two years, the Technical University of Nova Scotia has been the scene of a wrenching struggle between the faculty and the President and Board of Governors of the university. The main issue has centred on how much power and influence the faculty should have in the academic operations of the university and on their contractual arrangements. The protracted dispute, which began with faculty certification, has involved 17 months of negotiations for a first contract, two strike votes and eventually a full-scale strike by the faculty on September 21.

The Technical University of Nova Scotia (TUNS) was created by the Nova Scotia legislature in 1907. There are about 70 academics on staff and some 800 students. The university currently offers the final two years of engineering in the province (shortly to expand to the final three years) plus a degree program in architecture.

This venerable institution has now made its mark in Canadian labour history as the first university in English-speaking Canada whose faculty members and librarians have embarked on a full-scale legal strike.*

The strike occurred a few days after classes started this fall and in the midst of the provincial election campaign. The pickets stayed up for one day with almost all faculty and professional librarians honouring the picket line. By the end of the day, the Minister of Education had appointed a mutually agreeable special mediator, Senator G.I. Smith, the former premier of Nova Scotia. During the three days of the special mediation, the faculty returned to classes but refused to undertake any other duties. They made it clear that the pickets would go back up on the fourth day if the mediation was not a success. Agreement was reached an hour and a half before that deadline.

Not since the fifties has a university faculty been forced to beat back such a sustained attack on its position within the university as did the TUNS faculty during the year and a half of negotiations and the recent strike. The signs of serious difficulty had been present at TUNS for some time. They consisted of a series of denials of tenure and firings, one of which led to the censure of the university by the Council of the CAUT. One faculty member who was forced out for supposedly academic reasons later found appointment and promotion at the University of Toronto and at Waterloo. Another case, which occurred in 1980/81, was a central factor in the negotiations.

The Faculty Association certified in February 1980 and bargaining commenced in April of that year. During the negotiations, the Board was represented by lawyers (frequently two) from one of the principal management law firms in Halifax, McInnes, Cooper and Robertson. The Faculty Association's chief negotiator was the Executive-Secretary of the CAUT, Donald C. Savage, who was backed by a local negotiating team.

The Board negotiators employed two general strategies. The first was to stall and delay — a common enough tactic. The second tactic, however, was much more significant. The Board pressed with ideological zeal for a contract which would sanctify complete administrative domination of the university. This strategy only became apparent as the university trickled out its proposals over a period of many months.

Donald C. Savage is Executive-Secretary of the CAUT.

The Board's proposals, which were of serious intent and most of which were held to for more than a year, gave complete control of appointment, reappointment, tenure, and promotion to the President and Board of Governors. Any departmental role was systematically excluded. In addition, the Board:

- refused to advertise staff vacancies on principle;
- opposed any form of paid maternity leave;
- opposed the Rand formula;
- demanded the right to discriminate against homosexuals;
- insisted that it should be able to use anonymous material in any proceedings against a faculty member;
- refused any clause that would require those with an interest in an issue to declare that interest;
- insisted that it would not continue salary and benefits for those who were dismissed prior to the decision of an arbitration panel;
- required that the President and the Board make all appointments to the faculty, to headships and to the positions of dean;
- considered exigency and redundancy a management right;
- indicated that it thought any statement of academic freedom in the contract to be "garbage".

In addition, the Board proposed that determination of workload would be a management right. Five courses of three hours each per term would be the norm. Evening, summer, overload and out of town courses could be assigned at the discretion of the President and at any rate of pay that the Board cared to set. The university would actively oppose consulting and to achieve this end would seize all the revenues from consulting and all the patents of the members. All faculty would be required to be on the campus from 9 a.m. to 5 p.m. unless they had the written permission of the Dean to be absent.

The President also launched a campaign against the union by threatening the structure of the bargaining unit — threats which led to appeals to the Nova Scotia Labour Relations Board.

The negotiations lasted from April 1980 to September 1981. In the spring of this year, the Association applied to the Department of Labour for mediation. Although the Board of Governors vigorously opposed this, the Minister appointed a mediator. The mediator with great patience attempted to bring the parties together but by June his efforts had resulted in success only with respect to a few clauses such as ones relating to personal files.

By this time, the Association was fed up both with the delays and obstruction, as well as by the Board's complete contempt in tabling the proposals in the first place. The Executive called a meeting for the last week of June to consider a strike vote. The vote passed 53-2 out of a bargaining unit of 68 — a good turnout for the last week of June. The Executive was thus empowered to call a strike at an appropriate moment.

In August, the mediator and the Board asked the Faculty Association to return to the bargaining table. With some reluctance, the Association did so. The Board made a few significant concessions. It agreed that it would make tenure decisions fully grievable and arbitrable on substance as well as procedures. It treated promotions in virtually the same way. Ownership of copyrights was completely conceded to the members. It was clear the Board regarded these concessions as sufficient. It had tabled its first salary offer in June 1981 (14 months after negotiations started) and re-offered the same policy with minor tinkering in August.

The Board's position, however, was not satisfactory to the Faculty Association. The Board continued to refuse any sensible solution to the other main problems in the contract. The negotiations broke down and the Association asked the mediator to file his report with the Minister of Labour. It was accepted by the Minister both as a mediation and conciliation report, giving the Association legal power to go on strike at the beginning of September.

Shortly afterwards, the Association reconfirmed its strike vote and set the date as the 21st of September. It was only in the week before the strike that the Board appeared to realize fully that the Faculty Association was indeed serious.

Meanwhile, another factor intruded on the situation. It was clear that the Conservative government of Premier Buchanan was going to call an election in the near future — the date of which turned out to be October 6. As it happened, the Minister of Education, Terry Donahoe, is the member for Halifax-Cornwallis, the riding in which the Technical University, St. Mary's and Dalhousie are all located, along with many of the staff who work in these institutions. Mr. Donahoe is also a member of TUNS' Board of Governors but had played no role in setting the policy of the Board, since successive ministers have not normally attended Board meetings. This fortuitous circumstance played an important part in the developments of the ensuing few weeks.

On registration day, chaos reigned on the campus. With the threat of a faculty strike in a week's time, the students first refused to pay their fees, threatening instead to place them in trust. They then decided to pay but to sue the university if their education was interrupted. The Board of Governors countered on registration day with a waiver form to prevent any such legal action. The students refused to pay. The faculty announced that it would teach anyone who turned up the next day regardless of whether they had paid or not. The Board ultimately withdrew from that battle, but the students continued to refuse to pay.

A last ditch attempt at negotiating a settlement the weekend before the strike failed to settle the dispute. Negotiations got off to a poor start when the Board announced that it would not let the Association pay to ensure health, LTD and life insurance coverage for its members during the strike. The Board told its broker not to release any data so as to prevent the Association from writing its own policy in the event that CAUT staff arranged coverage. The Board did back down that day after negotiations stopped but its initial attitude set the tone for the whole weekend.

The Board then decided to concede on a few more key issues in the hopes of dividing the faculty and preventing a strike. They conceded the essence of the faculty position on appointments, exigency and redundancy, dismissal for cause and sabbaticals and came to a compromise on patents. However, the Board left open a range of issues which the faculty felt to be important and on which they were prepared to strike. They included a number of individual grievances including a denial of tenure without any proper procedures, workloads, salaries, benefits, maternity leave and outside professional activities. The Board finally put its final position on a take it or leave it basis.

The Association then countered the Board's position by proposing that all outstanding issues be put to binding arbitration — a solution which had been urged on the parties a few days previously by

Peter Cheney/Dal Photo

Chris Hartl/Dal Photo

Students join faculty in protest at TUNS

Peter Chenev/Dal Photo

the professional organizations of engineers, architects, civil engineers, and by the students. The Board, however, refused arbitration, thereby neutralizing the professional organizations, delivering student and public support for the faculty, and ensuring that the Minister of Education would have to act.

The fates seemed kindly disposed as the pickets went up on the 21st. It turned out to be one of the most beautiful days of the fall. Virtually all of the faculty and professional librarians honoured the picket lines and most served on them that day. The academic administration decided that it would not teach. Jackets and ties were the order of the day and the signs had been designed by the Faculty of Architecture. In fact the picketers were so well turned out that one volunteer from a neighbouring university was sent home to smarten up his attire. Little things catch the eye of the public.

The Nova Scotia Federation of Faculty Associations (NSCUFA) turned its office into strike headquarters and gave unwavering support. Important too was the aid and assistance from the Dalhousie and St. Mary's faculty associations and from a host of faculty associations across the country who were kept informed by the CAUT office. The trustees of the CAUT Defence Fund shifted their meeting to Halifax to ensure that they would be able to deal with any request for strike pay from TUNS and to give moral support to the Faculty Association. Practical solidarity in such circumstances has an effect far beyond the dollars and cents involved.

Nor did the Faculty Association respond to the bellicose press statements of the Board denouncing Upper Canadian agitators and the greediness of a faculty which refused a 42 per cent increase (which it neglected to say was over three years).

On the day of the strike, Education Minister Donahoe asked the Association if they would accept the former premier, G.I. "Ike" Smith, as a special mediator and, if so, whether they would go back to work. The faculty agreed to resume the teaching portion of its work for three days pending the outcome of the special mediation. Senator Smith proved to be tough, shrewd and sensible and brought a final settlement one hour and a half before the pickets were to go up again.

The settlement of the tenure case symbolized this final agreement. The professor in question was restored, received the back pay awarded the faculty, and was offered a tenure hearing according to the procedures of the new collective agreement (which require arbitration if there is a dispute) and the criteria at the time of the original decision. Other individual grievances were settled as well. Paid maternity leave was granted to the members of the bargaining unit. The salary settlement rose somewhat and workloads were settled in a more equitable way.

The clause relating to patents is comolex but gives effective control to the faculty member, plus 75 per cent of the proceeds. The Board now encourages consulting and the contract has a workable method of dealing with any problems that may arise.

The Association did not secure everything it wanted — notably for new appointees. It did secure, however, complete victory on all the major points, and particularly on those which the Board made a matter of principle, including an effective statement on academic freedom. It also secured a salary settlement to its liking — one which produces salaries for all faculty members equal to the actual salaries for engineering professors measured against experience at Toronto, Western, Waterloo and McMaster. Beyond that, individual faculty members may pierce the salary ceilings. This structure reflects the situation in an engineering and architectural school where the tight market for professors has given most everyone a good bargaining position.

In the end, the struggle at TUNS was between false and true collegiality. The university, after all, had a senate, faculty councils, committees of department heads and the like. Yet it was clear that the primary purpose of these bodies was to give verisimilitude to the major decisions of the President and the Board. The faculty could play at committee games as long as it did what the President and the Board wanted. But on basic issues, if the faculty bodies opposed the administration, they were simply ignored. Most of the bodies acquiesced in this role. The mistake of the administration was to assume that their members did also. Instead, the members chose another route to assert equality and collegiality.

Throughout the long struggle, the faculty conducted itself in a highly professional way. It certified with 90 per cent signing cards. It made clear from the first that it wanted professional negotiations without theatricals. It wanted to be assured that its original proposals were sensible (they were probably too sensible), that all reasonable efforts had been expended to get a contract, that all avenues open to them under the Trade Union Act — such as mediation and conciliation — had been explored, that the last mile had been walked. Only then were they prepared to go on strike at the most effective moment to see their demands satisfied. Thus no preliminary or partial strikes were considered or used.

The outcome of the struggle at TUNS is a true sharing of power between equals and the establishment of a constitutionalism which is backed by a sanction that the faculty has shown itself prepared to use. An early sign of this true equality was evident at the signing of the agreement. The Board entered the editing and the implementation stages of the agreement with no sign of rancour and with every indication that it would try to make the agreement work.

As a wise senator once said, it is not easy for those who have never shared power to get used to doing so. But the first signs at TUNS are hopeful.

*York took the initial steps toward a strike this spring but reached a settlement before a full-scale strike was necessary.

UNIVERSITY of WINNIPEG

Director of Museology

The University of Winnipeg invites applications and nominations for two positions — one senior, one junior — in a joint Master's program in Museology. The program will be offered by the Universities of Manitoba and Winnipeg in conjunction with the Manitoba Museum of Man and Nature and the Winnipeg Art Gallery.

Applicants for the Director's position should hold advanced degrees in an academic specialization related to museum studies. In addition, extensive professional experience in museums/art galleries, evidence of research and publications, and administrative experience are required. Consideration for the junior position may be given to candidates with the M.A./M.Sc. and considerable professional experience. Responsibilities entail teaching in and administration of the professional aspects of the program, including co-ordination between participating institutions. Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian employment and immigration policy, consideration, in the first instance, will be given only to Canadian citizens and permanent residents. The filling of these positions is subject to funding by the Universities Grants Commission.

Applications will be accepted until February 1, 1982, and should be submitted, with curriculum vitae and the names of 3 referees, to:

Dr. A. Ross McCormack
Assistant Dean of Arts and Science
The University of Winnipeg
Winnipeg, Manitoba
R3B 2E9

Study will determine if personal privacy in jeopardy

An Orwellian society devoid of personal privacy could be just around the corner, according to an expert on international privacy legislation.

To find out if fears about *1984* will become a reality, Professor David Flaherty of The University of Western Ontario is conducting a three year study of privacy laws and the bureaucrats who enforce them in West Germany, Sweden, France, Britain, Canada and the U.S.

"Data protection laws have been the main form of response to public demands for the protection of privacy," he says. "These laws represent the best hope that 1984 will not live up to George Orwell's predictions."

How well these laws are protecting personal privacy and how rigorously the bureaucrats are guarding personal information will be examined in this research project.

"In my view data protectors — the people who implement the privacy laws — and their offices function without adequate critical review of their activities by experienced outsiders, especially once the initial legislation is in effect."

The most sensitive areas of data collection, including police records, health records, welfare records, social security records and the use of personal identification numbers — such as Canada's Social Insurance Number — will be scrutinized.

Funded by the Ford Foundation, the Social Sciences and Humanities Research Council of Canada and the University, the $150,000 study is being undertaken with the co-operation of the countries involved. At the end of the study Professor Flaherty will produce a book containing recommendations for change in laws and practices dealing with the protection of personal information in government hands.

Professor Flaherty, a faculty member in both the Law School and the History Department at UWO, has been studying government abuses of personal privacy and freedom since the early 1960s.

His recently completed book, *Privacy and Government Data Banks,* is the result of a four-year study also funded by the Ford Foundation.

Of all industralized western nations, Canada worries him most because Canadians don't seem concerned about government invasion and abuse of privacy.

"We're a nation of sheep in terms of not being concerned about protection of personal privacy," he charges.

"People everywhere sense they have lost control over the protection of their own privacy."

However, most people don't resist giving out large amounts of personal information when renting an apartment or applying for a credit card, he says.

They don't stop to consider that the information may be fed into a computer, an instrument which many people do fear, and, Professor Flaherty believes, with good reason.

"Computers can store massive amounts of information for long periods of time and they can link up with other computers to provide information about an individual never before possible except through extensive digging by a private investigator."

Problems also arise when American companies with branches in this country send information to their central computers in the U.S. where computer time is much cheaper. Once exported, personal information is outside the jurisdiction of Canada's laws.

Obviously computers are only as good as the people using them, Professor Flaherty says. While they were used to help capture the Yorkshire Ripper on the one hand, there was a recent case in Britain involving a policeman who used computer information on license numbers to lure patrons of a gambling casino to a rival's operation.

One important question to be examined in the study is whether there are sufficient controls over what goes into police computers and who can take it out, Professor Flaherty says.

Another question for data protectors is whether one government agency, such as the welfare department, should have access to personal data collected by other departments, like taxation, even if the purpose of the record matching is to find people taking advantage of the system.

In Canada there is a law controlling the collection and distribution of personal information by the federal government, but there are few laws governing information collected and handled by provincial agencies.

Ultimately much of the responsibility for privacy protection falls on the individual's shoulders.

"We all give out too much information," he concludes.

UNIVERSITY OF GUELPH
DEPARTMENT OF MATHEMATICS & STATISTICS

Statistics

Applications are invited for the position of research associate in applied statistics. The successful applicant will carry out research on discrete data analysis and modelling in the area of animal and poultry genetics. The appointment is presently funded for 18 months and it will commence as soon as possible. Only those persons legally eligible to work in Canada need apply. Applications should be sent to Dr. W. R. Smith, Chairman, Department of Mathematics & Statistics, University of Guelph, Guelph, Ontario N1G 2W1.

Ditte Koster

Ditte Koster, a librarian at Memorial University and a former member of CAUT's Status of Women Committee, died while on a visit to Holland on July 19.

Ms. Koster studied Library Science in Holland. After emigrating to Canada, she completed a B.A. at McGill and an M.A. in Sociology and Anthropology at Memorial University. In 1978 she became Social Science Librarian at Memorial.

Ms. Koster was one of the founders of the Indian and Inuit Support Groups of Newfoundland and Labrador and was its president when she died. She worked on several committees of the local faculty association. She was also a supporter of Amnesty International.

The University of Lethbridge

Invites application for

ASSISTANT OR ASSOCIATE PROFESSOR

School of Nursing

Qualifications: Current Canadian Registration, Post Masters and Masters degree and experience in nursing education and curriculum development at the University level. Preference will be given to candidates with teaching experience in one or more of the following areas: Community Health, Health Assessment, Teaching Strategies, Historical and Contemporary Issues, Management of Nursing Systems, Nursing Research.

Canadian citizens and permanent residents of Canada will be given preference for this position.

Responsibilities: Teaching in the Bachelor of Nursing (Post-R.N.) degree program.

Salary: Rank open depending upon qualifications. Salary commensurate with preparation and in accordance with University of Lethbridge policies.

Send complete résumé to:

Dr. Joanne D. Scholdra
Director, School of Nursing
University of Lethbridge
4401 University Drive
Lethbridge, Alberta
T1K 3M4

Closing Date: March 31, 1982

FAUSA warns about procedures at University of Cape Town

The Federation of Australian University Staff Associations has issued a warning about the University of Cape Town, South Africa. It is aimed at those who would be willing to seek employment in that University if they believed it was as liberal as its advertisements suggest and that they could join in the struggle for change in South Africa.

The warning results from the Federation's enquiry into the University's actions towards an Australian academic, Dr. John Howes. In 1978 the Council of the University of Cape Town declined to confirm Dr. Howes' professorial appointment, in spite of a unanimous recommendation from the official committee of review.

The Federation warns that **"the University of Cape Town's behaviour towards Professor Howes has been incompatible with any claim it may make to be a liberal institution."**

Noting that Cape Town's advertisements suggest that it is liberal, and that the Council had held it against Professor Howes that he had been, as their Chairman put it, "criticizing people of importance and standing in the University", the Federation says:

> The Council cannot deny that Professor Howes' charges are well-founded. The crucial test of a liberal institution is openness to well-founded criticism, even of "people of importance and standing", and Cape Town in this case has failed that test.

EXECUTIVE DIRECTOR
HUNTSMAN MARINE LABORATORY
ST. ANDREWS, NEW BRUNSWICK

Applications are invited for the above position.

Founded in 1970, the HML is operated by a consortium of universities, government departments and private sector agencies as a base for research and teaching in the marine sciences. The HML also undertakes contract research in several areas of marine biology.

Salary and starting date negotiable, but hopefully the post will be occupied by July 1, 1982. Canadian immigration regulations require that only Canadians or landed immigrants need apply for this position.

Applicants should submit a curriculum vitae and two letters of reference to Dr. W.C. Leggett, President, Huntsman Marine Laboratory, St. Andrews, N.B. E0G 2X0. Deadline for receipt of documents January 1, 1982.

Western Associations will call for Axworthy resignation

The Faculty Associations of Western Canada will call on Employment and Immigration Minister Lloyd Axworthy to resign if he supports the proposed cuts in federal funding of post-secondary education.

Association representatives from the four western provinces, meeting at the University of Victoria October 22 to 24, called on Axworthy, as the elected representative of the Liberal Party in Western Canada, to state whether he supports or opposes the proposed drastic cuts under the Established Programs Financing legislation, particularly as they relate to post-secondary education. The Associations suggested that the Minister be guided by the unanimous report of the Parliamentary Task Force which opposed any significant cuts in the federal financial support of universities.

If Axworthy did support the cuts, the Associations stated that they would ask for his resignation since such measures would undermine the educational, scientific and cultural development of Western Canada. Similar resolutions went to Senators Ray Perrault, Bud Olson and Jack Austin.

The Associations also passed resolutions deploring the chronic underfunding of universities by the provincial governments and directed these to government and opposition parties in the West.

Dave Barrett, the Leader of the Opposition in British Columbia, spoke to the annual dinner. He expressed grave concern about the future funding of universities. He pictured a tide of Reaganomics sweeping across North America and suggested that the universities would be one of the likeliest victims. He told the Association representatives that unless they were prepared to fight back through the political process, they would be overwhelmed. He suggested that this had to be done in a direct, continuous and vigorous way — not just through meetings with politicians, but also by such political actions as influencing nominations and running candidates.

Although the subject of the proposed cutbacks dominated the meeting, the delegates held workshops on a number of other topics. Janet Baldwin-Debicki of the Faculty of Law at the University of Manitoba led a session on affirmative action. Richard Vanderberg of the University of Calgary chaired one session on co-ordinated provincial bargaining and [illegible] Chris Petter of the University of Victoria led the discussion on the status of librarians in faculty associations.

There were also discussions of salary settlements, university grievance procedures, and merit pay.

The University of Victoria Faculty Association hosted the three-day meeting under the chairmanship of Gerry Poulton.

Major cutbacks...p.3

other subjects in arts except on a service basis. It recommends substantial reductions in student numbers in business and management studies. It recommends substantial decreases in numbers in biological sciences and significant decreases in numbers in physical sciences and engineering.

In an effort to save itself, Salford is attempting to get funds from non-UGC sources, with industry, trade unions, local councils, government departments and third-world countries all suggested as possibilities.

A confidential report prepared for Brunel University calls for the abolition of 112 non-academic jobs and 53 academic positions with the ending of language teaching, and a 15 per cent reduction in the social science staff.

Aston University is engaged in talks to eliminate 150 academic and 300 non-academic jobs through compulsory redundancy, with two-thirds gone by July 1982 and the rest the following year. There will be some attempt to use early retirement to force staff out, but the Association of University Teachers has threatened court action if the university makes any compulsory redundancies.

As expected, there has been a loud outcry from the university sector over the cutbacks. There is criticism that no meaningful strategy has been applied to the cuts; disciplines for which there seems to be current demand have been cut along with other programs. Also it appears that the strategy has been designed to protect selected universities more for their ability to produce public servants and politicians than for their course offerings; and the new, technical and northern universities appear to have been hit the hardest.

The Association of University Teachers has organized a number of protest rallies and letter writing campaigns. It has received the support of Trade Union's Congress. The AUT is also pursuing legal challenges to some of the cutbacks. In its report to its members the AUT says:

> It is only natural that many institutions and members who feel that they are not affected will heave a sigh of relief and tend to think that their jobs and their disciplines and their departments are safe. To take such an attitude is foolhardy in the extreme since the Government is constantly promising further public service cuts and no institution and no discipline is safe. What is going on now is a fight for the whole of the university system and not just a few universities who have felt the full savagery of the first rounds of cuts.

It seems impossible that such a grim scenario could unfold in Canada. However, if the federal government proceeds with its proposed changes to the Established Programs Financing Legislation and drastically reduces federal funding of post-secondary education, what is happening in Britain now could happen here too in the near future.

The battle continues...p.3

CAUT wrote to the Prime Minister outlining the concerns of the Association over EPF and supporting the findings of the Parlimentary Task Force on federal-provincial fiscal arrangements. The CAUT urged the Prime Minister and his cabinet to follow the direction of the Task Force which called for no precipitous action on the part of the government and no major cuts without careful study. The letter referred to the testimony of Francis Fox, then Secretary of State, about the need for a federal role and the development of national goals and standards in higher education. The CAUT wrote:

> The CAUT is willing to be part of any study to see how higher education can be used for the general interests of all Canadians... what the CAUT is not willing to do is to sit back and let the universities of Canada be destroyed in a misguided attempt at short run budgetary economics.

The campaign continues and increases as the time for decisions on the budget approaches. The CAUT has met with members of the opposition partics and has their strong support for our position. CAUT members have met with many backbench Liberals, particularly those representing constituencies with universities and/or community colleges. They have pointed out not only the potential disaster for intellectual life in Canada but also the real economic problems the cutbacks would create in local communities.

Finally, we are continuing to put pressure on those who will count the most in making the final decision: members of the federal cabinet, primarily the Minister of Social Development Jean Chrétien, the Secretary of State Gerald Regan who is responsible for higher education, the Minister of Finance Alan MacEachen and the Prime Minister.

A LOBBYIST'S NOTEBOOK

by Donald C. Savage

Tuition waivers considered taxable benefit by Revenue Canada

Revenue Canada has published Interpretation Bulletin IT-470 on "Employees' Fringe Benefits — after 1980". One of the major changes announced by the bulletin concerned tuition fees. Clause 17 of the bulletin reads as follows:

> 17. Where an employer has paid tuition fees on behalf of an employee or has reimbursed an employee, in whole or in part, for tuition fees paid by the employee personally, the amount paid should be reported as income of the employee for the year in which the payment was made.

The effect of this is to make tuition waivers for faculty and academic librarians a taxable benefit.

To express its opposition to this change, the CAUT has contacted M.P.'s in university constituencies and has asked faculty associations across the country to also contact their local M.P.'s. The Association of Universities and Colleges of Canada has been approached and asked to support the CAUT position. In addition, CAUT staff have met with officials of the departments of National Revenue and Finance and hope to meet with the Minister of National Revenue, William Rompkey, in the near future.

Tuition waivers affect a large number of Canadian universities. Out of a total of 46 universities, including the Eastern, Western, Ontario and three Quebec universities, 37 have some form of tuition benefits for faculty and their dependants. Ten of these provide a tuition benefit to faculty only, while the remainder have provisions for both faculty and dependants. Another two provide tuition benefits to support staff, but not to faculty. The tuition benefits may take the form of a waiver for 100 per cent of the tuition fees or for a part of the fees.

If you wish to protest the changes affecting tuition waivers yourself, you can write to:

The Honourable W.H. Rompkey, M.P., Minister of National Revenue, House of Commons, Ottawa, Ontario.

Following is an excerpt from a letter sent by the CAUT to Mr. Rompkey.

The CAUT considers that it is discriminatory to focus on an arrangement which pertains to university faculty and librarians and ignore all the other arrangements in our society whereby an employer provides benefits or services to employees directly from the firm or institution without making the employee liable to tax. We note that about the same time that this change was announced, it was also stated that the free airline and other transportation passes provided to employees and their families would also be taxed. However, on April 27, 1981 you are quoted in the *Financial Times* as stating that this report was in error. Thus only university faculty and academic librarians are to be penalized.

I need hardly say that there is a vast array of other arrangements which are not touched by National Revenue. Executive employees of some countries eat in heavily subsidized dining rooms. Employees of department stores at all levels receive substantial discounts on goods purchased from their employer without paying additional income tax. Employees of the automobile companies may purchase cars from their employer at very substantially reduced prices without paying additional tax. In all these cases the employer is providing a service to his employees directly from the firm or institution. We fail to see why university faculty and academic librarians are singled out for special taxation treatment in this regard. It would seem logical for National Revenue to tax all such arrangements or none.

You should note that the universities can grant tuition waivers without substantial cost to themselves or to the taxpayers who support the universities. The unit cost of the few additional students involved in any university is, in fact, so small as to be negligible.

If, however, this regulation is maintained, you should note that the value of the arrangement may well be less than the university's standard tuition charge. The faculty member may have preferred to send his or her child to another university or, absent the tuition waiver, may not have paid for the child's education at all. What should be charged to the employee, if anything, is the real advantage to him or her.

Thus we respectfully suggest that the regulation for the taxation of student fee waivers be withdrawn.

Furthermore, the tuition waiver, unlike the other employee arrangements mentioned above, is not actually a benefit to the faculty member but to his or her dependants. It would seem logical, therefore, that any tax burden, if imposed, should be borne by the recipient and not by the professor or academic librarian concerned. The tax burden should be levied as in any other scholarship, and the student should be responsible for paying tax on it.

I should also note that faculty members and academic librarians had a reasonable expectation that this arrangement would be available to them without a tax penalty. This was and is a casual and traditional relationship to employment in the university and should be treated as such by your department.

Matters arising in new Parliament

Bill C-53 on obscenity was introduced at second reading last June, but did not proceed. It is expected that it will complete that stage in this session and be passed on to the Justice and Legal Affairs Committee. The CAUT has asked to appear... CAUT has supported a request from ACCESS to the government to proceed with Freedom of Information legislation (Bill C-43) before Christmas... The government will be introducing legislation on the security forces in the spring. Fred Gibson of the Department of Justice is in charge. The CAUT is preparing a brief. The committee is composed of Philip Welch of Dalhousie — CAUT's Vice-President External, Larry Hilbert of Memorial — Chairman of the Academic Freedom and Tenure Committee, and the Executive-Secretary... The Applebaum-Hébert Commission on cultural matters will be publishing an interim report in November or December. The CAUT and a number of faculty associations have made submissions.

The Results of the Arbitration between the University of British Columbia and the Faculty Association

by Robert Léger

In an arbitration award dated August 10, 1981, the arbitrator, Richard B. Bird, concluded that the University of British Columbia faculty were to receive an 18 per cent salary increase, retroactive to July 1, 1981. This increase includes a 14.2 per cent general increase (equal to the Consumer Price Index for Vancouver), plus a 3.8 per cent "Catch-up".

Previously, the University and the Faculty Association had agreed on certain issues which were written down in a draft agreement. During collective bargaining, the Faculty Association had advanced twenty proposals. On six of these, agreement was reached and seven proposals were withdrawn by the Faculty Association. For example, the University and the Association agreed on the issues of career progress increments, merit awards and inequities adjustments. A sum equal to 3.0 per cent of the salaries of all continuing members of the bargaining unit (excluding professional librarians) will be provided for those three items. This is in addition to the 18 per cent proposals and they were referred to final and binding arbitration.

On the proposal concerning a minimum salary scale for librarians, the parties agreed to bargain in the fall of 1981. It was also agreed that a sum equal to 3.0 per cent of the salaries of librarian members of the bargaining unit will be set aside for the implementation of that scale.

On the issue of inflation and salary, the arbitrator made the following comments:

> "However, in a salary arbitration it is my opinion that those who would have the arbitrator give less than the inflation rate must advance convincing reasons for having the arbitrator do so and those who would have the arbitrator give more must, likewise, advance convincing reasons. In my opinion, the basic presumption ought to be that in the absence of a case made for more or a case made for less, salaries should be adjusted only to keep up with the inflation rate. There is a presumption, in the absence of specific evidence, that people continue to earn their salaries by doing work of the same real value and the employer is still obligated to pay the same amount in "real dollars" so that the employees' purchasing power is unchanged."

The arbitrator then awarded a general increase exactly equal to the increase in the Vancouver Consumer Price Index for May 1980 to May 1981 or 14.2 per cent, saying that:

> "There was no evidence placed before me that could, by any stretch of the imagination, justify a general reduction in the purchasing power of salaries."

On the issue of the economic growth increase, the Faculty Association had asked for an additional 2.5 per cent general increase in salary as a fair share in the increased economic prosperity of the Province. The arbitrator concluded that the claim "appears to me to have some merit in principle but I find it impossible to quantify whereas settling salaries with reference to comparable groups is, in my opinion, a far more practical method of resolving salary disputes." The Faculty Association's request for a 2.5 per cent "productivity" increase was therefore rejected.

The arbitrator rejected the "catch-up" proposal of the Faculty Association of 8 per cent (up to a maximum of $3,200). Instead he awarded a 3.8 per cent raise to compensate for the erosion of real income of the U.B.C. faculty. The arbitrator agreed with the Faculty Association on the General statement that:

> "U.B.C. faculty salary increases have failed to keep pace with increases in the cost-of-living and with average wage and salary increases in the Province."

He also agreed with the Faculty Association that there was an "unfavourable salary differential between U.B.C. faculty and other comparable groups."

Since there is no formal salary structure per se at the University of British Columbia, the Association had proposed that there be a minimum plateau set for each rank. The arbitrator wants the issue to be discussed further and so did not make any award on the plateau provision.

The Faculty Association had also requested the arbitrator to determine criteria for the allocation of monies for inequities. On this the arbitrator said that "the parties should be encouraged to exhaust possibilities for agreement before disputes are put to arbitration." No award was made.

Continuing sessional lecturers are to receive an increase of 14.2 per cent of their annual salary in 1980-81. The minimum salary for sessional lecturers ($13,200 per year in 1980-81) was moved to $1,884.30 per month or $15,074.40 per year for an eight month sessional. No award was made for "catch-up" for sessional lecturers.

At the end of his award, the arbitrator discussed at length the "ability to pay" argument made by the Administration. In his conclusion, he said that:

> "The Faculty Association made a strong case for the catch-up well beyond that what is awarded, being 3.8 per cent, (the difference between the amount awarded for general salary increase less the adjustment for the increase cost of living), but I am obliged to give effect to the University's inability to pay argument. In doing so I am honouring the provision in Framework[1] which requires me to take inability to pay into account. To go beyond what has been awarded would in my judgment based on the evidence create such a level of disruption and distress in the affairs of the University that I would not have taken "inability to pay" into account in arriving at the determination."

[1] The "Framework agreement" concluded in 1978 between U.B.C. and the Faculty Association defines the bargaining unit. It deals also with bargaining and arbitration.

FIGHT THE LUNG CRIPPLERS

Use Christmas Seals
It's a matter of life and breath

School of Nursing

DIRECTOR

Laurentian University, School of Nursing, invites application from men and women for the position of Director of the School. Candidates should have a minimum of a M.Sc.N. and suitable academic and administrative experience. Bilingual candidates are preferred. Salary and rank will be commensurate with qualifications and experience. Laurentian is a small University in northeastern Ontario situated near many beautiful lakes. Enrolment in the School totals about 150 students.

Applications should be submitted to:

Professor Brenda Keahn
Chairman of the Search Committee
School of Nursing
Laurentian University
Ramsay Lake Road
Sudbury, Ontario.
P3E 2C6

1960-1980

Laurentian University

Sudbury, Ontario

CALL FOR APPLICATIONS TO

CANADIAN STUDIES PROGRAM AT HEBREW UNIVERSITY

Applications are invited for appointment in the Social Sciences, the Humanities and Law for the Canadian Studies Program at the Hebrew University of Jerusalem for the academic year 1982-83.

The Program of Canadian Studies at the Hebrew University of Jerusalem was established by the Government of Canada and Dr. Ralph Halbert, National President of the Canadian Friends of the Hebrew University, and Mrs. Halbert in April 1978.

Applicants for the appointment for the academic year 1982-83 should be university professors in one of the following disciplines: political science, planning and environmental studies, criminology. Preference will be given to applicants combining broad comparative teaching and research experience with an ability to emphasize Canadian content within their disciplines.

The successful candidate will be expected to teach two or three courses (to be determined in consultation with the department/school to which the scholar will be attached and by the length of tenure of the appointment) and to participate in faculty and public seminars at the Hebrew University. Tenure of appointment will be for the full academic year (Nov. through June) or for two trimesters (Jan. through June) depending on availability of successful candidate. Remuneration will include return travel costs for the candidate to Israel, salary for six or nine months at the level of full professor at the Hebrew University and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to:

Hebrew University Canadian Studies Program,
Canada-Israel Foundation for Academic Exchanges,
170 Metcalfe St., Suite 501,
Ottawa, Ontario. K2P 1P3.

Deadline for completed applications: March 1, 1982.
Notification of successful candidate: June 30, 1982.

BARGAINING TALK
NÉGOCIONS

Faculty strike and settle at T.U.N.S.

The major story in collective bargaining is the full scale strike by the Faculty Association at the TECHNICAL UNIVERSITY OF NOVA SCOTIA in mid-September. The strike had an immediate effect and was followed shortly thereafter by a settlement. The full story can be found in an article elsewhere in the *Bulletin*.

Power of the Appeal Board at U.B.C.

Under the Special Plan at the University of BRITISH COLUMBIA the Faculty Association has negotiated an "Agreement on Conditions of Appointment for Faculty". Under that agreement a faculty member at U.B.C. was considered for an appointment without term (tenure) and the President decided not to recommend her. The matter was appealed to the Appeal Board, which reversed the decision of the President. Nevertheless, the University refused to implement it on the ground that the Appeal Board misconceived its role so badly that its decision was a nullity. The matter was arbitrated and the University decision was upheld.

The "Appointments" agreement states "...if the (Appeal) Board finds that the weight of evidence properly considered indicated that the decision was unreasonable it shall reverse the decision". The Appeal Board interpreted this as meaning that if "a reasonable person standing in the shoes of the President, having properly taken all relevant factors into account would have probably reached a different conclusion", they could reverse and did. The Arbitration Board decided that the Appeal Board improperly believed "it had the right to make a choice between the decision of the President and the decision of a reasonable person". The Arbitration Board stated that the test adopted by the Appeal Board as to the implementation of the "unreasonable" standard was wrong — but does not suggest what is right.

It is unclear as to what the long range effects of the decision will be. The Appeal Board has reversed few, if any, decisions on this basis in the past. If their interpretation of "unreasonable" is wrong, it surely cannot be far off the mark.

Certification

There is little to report on certification since the last column. The B.C. Labour Relations Board denied the appeal of the University of VICTORIA librarians...In the certification pending at MOUNT ALLISON, three days of hearings were scheduled for late October to receive evidence on the Board of Regents assertion that all faculty members are managerial.

At the University of WINNIPEG a court challenge to the certification brought by an individual faculty member was defeated. The thrust of his challenge was that the Manitoba Labour Relations Act was outside the legislative authority of the Province in that it deprived him of certain fundamental rights. The Court decided against the faculty member. A decision the other way would by implication at least, have invalidated all collective bargaining legislation in the country. Also at Winnipeg, the Faculty Association was recently certified for a separate unit of instructors in the Collegiate Division which the University runs. These instructors had been excluded from the general certificate issued in February.

Negotiations

The early fall has been a relatively quiet period for negotiations as most associations have settled for this year and not started negotiating for next.

At WINNIPEG, where the Faculty Association is negotiating their first collective agreement, a salary settlement for 1981-82 was reached. The parties will continue the negotiations for a full agreement. The salary settlement calls for a scale increase of 11%, career development increases of 3.5% for those eligible under the current structure (i.e. under the ceilings). An additional 0.5% of the salary budget was allocated for merit.

At GUELPH, the salary "discussions" terminated when the employer instituted their offer — one which had been rejected by the Association in a general membership meeting. Guelph does not engage in formal negotiations although the matter of salaries is "discussed" with the Association. An offer of 11.8% was first rejected; a later offer of 12.1% was then also rejected, but in spite of a willingness by the Association to continue discussions, the offer was imposed. It breaks down to 8.6% plus a dollar figure valued at 1.0% and 2.5% for merit. There is an additional 0.23% for anomalies... At O.I.S.E. a settlement of 4.9% and $1,161 scale increase, plus a progress through the ranks increment of 3.1% was reached. In addition, there were fringe benefit improvements.

Miscellaneous

The Ontario Court of Appeal heard the appeal in the PAINE case on October 26 to 28. The Divisional Court decision in Paine, discussed in this column in the December, 1980, *Bulletin*, involved a tenure case at the University of Toronto where a member of the tenure committee was held to have been biased because he had indicated before the tenure hearing that Paine should not be granted tenure. As a result the court struck down the University decision denying tenure... In the September column, I reported in error that at Calgary, "Salaries of sessional instructors increased by 28.9%." The University of Calgary Faculty Association negotiates only the floor, or minimum, salary for sessionals and thus only the minimum salary rose by this percentage. Any sessional who was at the old minimum would receive the 28.9%, but those above the old minimum need not.

In the September column, I mentioned two programs that the CAUT staff now run — Verbal Skills in Negotiations and Pre-Arbitration Grievance Handling. Since that time the latter program has been run at Lakehead and is scheduled in Windsor. Verbal Skills will be run at Toronto, Mount Allison and Concordia. Any Association interested in either program should contact Vic Sim in the CAUT office. One of the items for the CAUT Board meeting at the end of October will be a consideration of "Guidelines on joint appointments between universities and related institutions". This is directed, for example, at faculty who hold hospital appointments as well as university appointments. The Board is being asked to give approval "in principle" following which it will be sent to local and provincial organizations for comment.

ONTARIO AGRICULTURAL COLLEGE
UNIVERSITY OF GUELPH

ASSOCIATE DEAN

Applications are invited for the position of Associate Dean, Ontario Agricultural College.

The position, available July 1, 1982, requires a recognized scholar with experience in the development and administration of research programs.

The principal duties of the position will be to co-ordinate and promote research and agricultural services in the OAC, and to review research and service priorities of the OAC. In addition, the successful applicant will be expected to share the administrative duties of the OAC, and in the absence of the Dean, be responsible for his administrative responsibilities.

The term of office is five years, with a possible five-year extension upon review. The salary is negotiable. The successful applicant will hold an academic appointment in the appropriate department.

Enquiries and applications which will be treated in confidence should be addressed to: The Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario N1G 2W1.

Closing date for application — January 15, 1982.

Only persons legally eligible to work in Canada need apply.

Position subject to final budgetary approval.

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Drawing fine lines around human rights

by Steven Lukes

What is the difference between authoritarianism and totalitarianism? The answer to this question currently in favour among foreign policy-makers in President Reagan's administration and its neo-conservative intellectual supporters has a truly elegant simplicity. Authoritarianism exists on the right and is, in principle, remediable; totalitarianism is inherent in the left and is irreversible.

The practical implications of this answer are striking. They include American support for South Africa's decision to destabilize its black African neighbours, now evident since its veto at the Security Council against condemning the Republic's incursion into Angola. (We can now expect further such incursions, with American support, into Angola, not to mention Mozambique, Zambia, and even Zimbabwe.) In South America the implications include unabashed support for some of the most horrendous and violent regimes of the contemporary world which have, with greater or lesser success, pulverized their civil societies in the name of anti-left crusades into various versions of a terrorized Hobbesian nightmare (though in Hobbes' case, the war of all against all occurred in the absence of government; here it is a form of it).

Thus the White House keeps El Salvador's Napoleon Duarte in power, supplying him with advisers, helicopters and substantial aid, while the regime's security forces kill tens of thousands and thousands more forced to flee their homes, are ill and dying. In Guatemala, as Amnesty International recently reported, actual and imagined opponents of the government are systematically seized without warrant, tortured and murdered as part of a deliberate and long-standing programme, these extra-legal operations being under the direct control of the president of the republic.

Despite increasing repression, including brutal attacks on refugees from El Salvador, the United States actively supports Honduras with advisers and massive aid, with a view to using it as a "police force" in Central America; General Vernon Walters has proposed massive military assistance. Support for Chile also continues, though the Archbishop of Santiago recently described the regime as *(sic)* "totalitarian" and as supposing it could govern the people solely through violence; the Chilean intelligence services have been implicated in further murders and the entire executive of the National Trade Union Co-ordinating Body was arrested in July.

Furthermore, there is of course a connection between the South African and the South American connections; the inevitable General Walters has been discussing the formation of a South Atlantic Treaty Organization with Argentina, Uruguay, Brazil and South Africa — an idea apparently warmly supported by our Prime Minister (U.K.)

What is the rationale for this distinction between authoritarian and totalitarian regimes? It is explained by Professor Jeane Kirkpatrick of Georgetown University, United States ambassador at the UN.

There are, it seems, *"systemic"* differences between traditional and revolutionary autocracies that have a predictable effect on their degree of repressiveness. Generally speaking, traditional autocrats tolerate social inequities, brutality, and poverty while revolutionary autocracies create them.

"Traditional autocrats...do not disturb the habitual rhythms of work and leisure, habitual places of residence, habitual patterns of family and personal relations. Because the miseries of traditional life are familiar, they are bearable to ordinary people who, growing up in the society, learn to cope, as children born to untouchables in India acquire the skills and attitudes necessary for survival in the miserable roles they are destined to fill.

"Moreover, it appears that although there is no instance of a revolutionary "socialist" or communist society being democratized, right-wing autocracies do sometimes evolve into democracies — given time, propitious... circumstances, talented leaders, and a strong indigeous demand for representative government."

Add to this what Irving Kristol wrote in the *Wall Street Journal* about right-wing regimes friendly to the United States: Totalitarian regimes impose an ideological orthodoxy on culture, education, and all media; authoritarian regimes generally have no such orthodoxy to impose.

The K-K view of friendly authoritarian systems, gently leaving the "rhythms" of work, family and personal life undisturbed, pregnant with democratic possibilities and bereft of ideological orthodoxy should be borne in mind. It might perhaps not strike the women and children dumped in South Africa's remote resettlement camps or their men forced to live apart from them in squalid barracks and compounds as quite capturing the essence of their situation. Nor is it certain that Uruguay's million exiles or the 200,000 Indians of Central Brazil eliminated over the last decades would altogether agree with it.

It should certainly be set beside some views from the inside — such, for example, as that of Andrew Graham Yooll, the former news editor of the *Buenos Aires Herald*, who has just published a compelling and vivid account of the moral destruction of Argentina (*Portrait of an Exile*, Junction Books). The police, Yooll writes, "found kidnapping to be an effective form of retaliation... Trade union leaders organized private armies, businessmen hired bodyguards, who protected their own employers but did not hesitate to abduct others. Members of the provincial police forces found that they had all the equipment and none of the complications, and joined the hunt for suitable kidnap victims. Senior army officers formed kidnapping syndicates or organized their protection."

As for the K-K notion of "left totalitarianism", that is perhaps the subject for another column. Enough here to say that it is not a tool of understanding but of politics, one of a family of concepts of total domination with which "we", ever since the Greeks invented 'despotism', have characterized the polar opposite of "our" system, the barbarian or oriental or Marxist Other that, we suppose, threatens to engulf us.

If you find the question with which I began interesting (that is, without an obvious answer) or even complicated, then, according to current thinking in Washington and Georgetown University, you are a confused and simple-minded leftist. I suppose we should be relieved, if not reassured, that Lord Carrington is regarded in Washington as "the darling of the Lefties". It is a rum thing to feel relieved about.

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AMNESTY INTERNATIONAL

by William Bryant

The Amnesty International Report-1981

On Human Rights Day, December 10, 1981, Amnesty International published a major report on prisoners of conscience, political trials, torture and executions throughout the world.

The report is:

* the only independent, factual report of its kind
* illustrated with regional maps for easy reference
* published in English, Dutch, French, German, Italian and Spanish — 80,000 copies in 1981
* given worldwide media coverage

Human rights face a crucial test in the 1980s, with the right to dissent under attack in country after country. Torture and murder, abduction and imprisonment — often sanctioned at the highest level of government — are systematic practices in nations of widely differing ideologies. Faced with extensive and entrenched violation of human rights, what can people do.

Twenty years ago this question led to the founding of the Amnesty International movement. It is dedicated to the release of all prisoners of conscience, fair and prompt trials for political prisoners, and the abolition of torture and the death penalty. The movement now provides a focus for thousands of people working together regardless of politics to expose these injustices and protect the victims.

This 1981 report records the main concerns of Amnesty International in more than 110 nations. It provides a country-by-country factual account of human rights abuses and the growing efforts to combat them throughout the world. While often focussing on the grim side of political repression, the report does show that abuses of human rights do diminish in many countries. While Amnesty International does not take full credit for releases or improved conditions few would argue that constructive publicity is not helpful toward such positive changes.

Moreover, while the report covers a period of one year ending in April of this year, it does show that the violations of human rights transcend national and ideological boundaries in both rich and poor countries.

Finally, this report is a summary and not a mirror of government attitudes and responses to situations facing thousands of individuals around the world. What it does is provide a perspective that is both impartial and accurate. It may eventually lead other individuals with far more freedoms to participate in the global campaign for human rights.

One letter by an individual to a head of government regarding violations of human rights does not in itself constitute much weight, but thousands of letters by thousands of individuals over a period of time do effect changes, and Amnesty International knows that. As a result of its publicity 50 percent of the cases featured in its monthly *Bulletin* have their situations improved or are released within the first year of such massive publicity.

Readers may order their copy of the **Annual Report — 1981** (cost: $8.00 plus postage and handling) and ask for more information on Amnesty International by writing to:

Amnesty International
Canadian Section (English Speaking)
294 Albert St., Suite 204
OTTAWA, Ont.

National Campaign — Massera

When the military junta seized power illegally in Uruguay, there was a wave of arrests with torture for political opponents. Professor Jose Luis Massera was seized in 1975 and savagely beaten. He has been in prison since then.

Professor Massera is the leading mathematician in Uruguay, respected internationally for his research in differential equations. He is the author of 43 published mathematical works. In addition, he developed single-handedly the school of modern mathematicians in Uruguay. He is now 65 years of age.

For the past six years, protests have been made on his behalf by scientific societies, national academies, and thousands and thousands of scientists and scholars all over the world.

The National Academy of Sciences (Washington, USA) has sent several delegations to Uruguay, and several senior members of L'Académie des Sciences (Paris, France) have gone to Uruguay. Amnesty International adopted Massera as a prisoner of conscience and the Commission on Human Rights of the United Nations confirmed that the human rights of Professor Massera, as defined by the International Convenant on Civil and Political Rights, had been violated.

The American Association for the Advancement of Science (USA) published a book listing the groups in Italy, France, England, USA, Mexico, and other countries, which had asked for freedom for Massera.

In Canada, hundreds of academics petitioned the Prime Minister in 1978 to make a personal request to the President of Uruguay. In 1980, responding to a call by the Canadian Committee of Scientists and Scholars, more than 1,400 scientists, scholars, and medical doctors, wrote individual letters to Uruguay.

A recent report indicates that the Uruguayan authorities fear that their public image will be damaged by any political prisoner who is released, and so a political prisoner, who has completed his prison sentence, may be sent, not to freedom, but to a torture chamber to be driven insane before release.

To save Massera and to stop this ghastly policy, a world-wide united campaign will begin now, and will continue until Massera is free. The campaign will be directed by Israel Halperin, Professor Emeritus of Mathematics at the University of Toronto.

Professor Halperin was an active member of the Committee of Mathematicians which in 1975 rescued Leonid Plyusch from near

p.12

NOTES FROM WASHINGTON

by Josh Horton

It is almost Hallowe'en here in the world's power center as I write these notes — a time of ghouls, witches, false faces, tricks, treats, and overturned outhouses. Ah, Washington — Eternal City of Spooks!

While President Reagan, at Cancun, was pushing his "Poverty Can Be Pleasant" campaign among the world's starvelings ("You must pull yourselves up by your own bootstraps," he said, pointing to his own modest gold-trimmed lizard footwear) the fences were falling apart back at the old Potomac Corral.

Today's *Washington Post*, for instance, wonders editorially "What's Gone Wrong?" The point of the editorial is that, less than three months after the triumphant exercise of his "mandate" to reduce federal spending, cut taxes, increase private investment, and balance the budget, the movie isn't playing the way the script said it should. This can be disconcerting to an actor accustomed to happy endings.

The problem, that any reasonably competent economist can quickly see, is that the Reagan tax cuts were far greater than his budget cuts. That doesn't do much toward balancing a budget, so interest rates went even higher than before. The President blamed Wall Street (after all he did for those guys!) forgetting that millions of "Main Street" investors were really the ones who were voicing their lack of confidence. Just a few days ago, President Reagan reluctantly admitted that we are entering a (gulp!) recession. That's a hard word to say with a smile, through clenched teeth, and some of us thought he was shifting his "Greatest President" award from Coolidge to Hoover.

So more budget cuts have been demanded — 12 percent across the board (except for Defense of course). But they will be difficult to achieve because the President reneged on a lot of the IOUs he pledged to get the Democratic votes he needed to initiate his program. In fact, his greatest problem now is to convince members of his own party to go along with a program which isn't working. Smiles wear thin after a time.

Further cuts in federal support for higher education are being resisted with some vigor, but it is far too early to predict what will happen in this maelstrom of monetary manipulation (as a former Vice President might have put it).

With your leave, then, I shall pass along some titillating tidbits of tantalizing trivia:

***English As She Is Spoke:** "What are wrong with this sentence? It's syntax are messed up." At Southern Methodist University in Dallas, 60 percent of the freshman class couldn't recognize the errors in such grammatically flawed sentences. Last year, 40 percent failed a similar test. SMU now requires that all freshmen (and freshwomen, too, one supposes) take a course in the kind of grammar which used to be taught to us in junior high school.

***The Women Are Coming! The Women Are Coming!** Throughout this great male-oriented land, colleges and universities are reporting a chauvinist-shaking trend: women are beginning to outnumber men in entering classes, reversing the traditional ratio. At the University of North Carolina, the last four freshman classes have had more women than men, and women make up 60 percent of this year's freshman class. At Pennsylvania State University, the ratio in the Class of 1984 is 53 percent female. From ghoulies and ghosties and long-leggity beasties and things that go bump in the night, good Lord deliver us. "And also from knowledgeable women," the aging don grumbles.

***Put Your Money Where Your Mouth Is:** When you have been poor for a long time, a bit more poverty just means taking in another notch in your belt. But when you have been rich — really *rich* — cutbacks can be a truly demeaning social disaster. Take Harvard, ("*Please* take Harvard," Henny Youngman might say.) The Hasty Pudding Club, closed to Kennedy's (noveau and *Irish* to boot), but perpetuated by Cabots, Lodges, Saltonstalls, and (by special invitation) God, has sacrificed gentility to Reaganomics. The private dining room (one shudders at the very thought of its demise) has been opened to the general public as a gourmet restaurant. There goes that neighborhood.

***The Nourishing Mother:** The 1981 Fall Faculty Workshops of the University of Michigan's Institute of Continuing Legal Education have been scheduled on six Saturday mornings from 9 a.m. to 11 a.m., covering such timely topics as commercial contract litigation and estate planning. Each workshop costs $300, but all expenses, including transportation and lodging, are tax deductible. By happenstance, the six Saturday workshops coincide with Michigan's home football games with Notre Dame, Navy, Iowa, Northwestern, Illinois, and Ohio State. The knowledge-hungry attorneys have to pay for their own tickets to the games, but they'll figure a way out of that, too.

***Faculty Shortage Endangers U.S. Defense:** We have a problem. While undergraduate enrollment in engineering is going up, the number of doctoral candidates is declining. The U.S. Air Force is short 1,100 engineers. Russia graduates 300,000 engineers each year; the United States, only one-fifth of that number.

The problem, we are told, lies with faculty: too many are leaving to take higher paying jobs in private industry, resulting in inadequate advanced instruction. Also, many students stop at the bachelor level and then go out to take a lucrative job offer, switch fields to earn an MBA, or go into medical technology.

Some schools are restricting their enrollment to ease pressure on their faculty and to maintain the quality of instruction. Foreign students pose another problem: most of them go back home, and, in many schools, they make up half the student population.

The shortage is serious enough to concern business and industry, mindful of the need for the sophisticated knowledge which only those with advanced training can provide. Exxon, for instance, has established a fund of $15,000,000 to underwrite fellowships and teaching salaries in engineering, and such other biggies as Dow Chemical, Sun Oil, General Electric, and Union Carbide are considering similar action. Now, if we only could get them interested in grammar at SMU!

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USE CHRISTMAS SEALS

WINDSOR YEARBOOK OF ACCESS TO JUSTICE
RECUEIL ANNUEL DE WINDSOR D'ACCÈS À LA JUSTICE

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The Windsor Yearbook of Access to Justice is published annually by the Faculty of Law, University of Windsor, Windsor, Canada N9B 3P4. Current subscription rate: $25.00 (plus $2.50 for mailing outside North America) payable in Canadian Funds in advance. If subscription is to be discontinued, notice to that effect should be sent; otherwise it will be renewed automatically.

Massera...from p.11

death in a psychiatric prison in the Soviet Union. Professor Halperin is now Secretary to the Canadian Committee of Scientists and Scholars.

If you wish to participate in this campaign please do the following:

1. Write to: International Campaign-Massera, declare your support, enclose $3.00 (cheque or money order payable to INTERNATIONAL CAMPAIGN-MASSERA) and state your intention to send $3.00 every three months until Massera is free.

Send a copy of this letter to the President of Uruguay, in Montevideo, Uruguay, to make clear that this campaign will not go away if the military junta tries to sit it out.

2. Show this letter, or copies, to friends and colleagues and invite them to respond.
3. Ask your professional society or academy to send a statement of support to International Campaign-Massera (with a copy to the President of Uruguay).

International Campaign-Massera will publish a Bulletin every three months, increasing in size with time, which will include a partial listing of persons and organizations supporting the campaign. A copy of the Bulletin will be mailed to each participant and financial contributions which are received will be used to distribute additional copies of the Bulletin.

Petitions alone will not move the Uruguyan authorities to respect public opinion. It will be necessary to find forms of pressure to which these authorities will respond. International Campaign-Massera will search out such measures and apply them, with dignity.

The trouble with many of the proposals is that they try to legislate out the bad and legislate in the good, but who defines "the good"?

Kent Commission Report unconvincing

by Wilfred Kesterton

After the Kent Commission Report on Newspapers was released last August, public and media reaction was predictably vigorous. Those who approved of the document viewed its proposals as a remedy for the evils of chain ownership and the monopolies of single-newspaper towns and cities. Its opponents saw dangers to freedom through government meddling in newspaper matters.

What most analysts failed to do was consider the Report in the light of the social responsibility theory used by the Commission to legitimize its findings and recommendations. Chapter two of the Report adverts to that theory as the philosophical basis of the Report.

Unfortunately, the discussion is perfunctory. All it does is associate the Commission's deliberations, findings and recommendations rather fuzzily with being socially responsible — which automatically puts the Report on the side of virtue.

Social responsibility must not be understood in such simplistic terms. The theory, as it relates to the press, was first identified by Fred S. Siebert, Theodore Peterson and Wilbur Schramm in their seminal book, *Four Theories of the Press*. For them the social responsibility theory originated in two critical events, the 1947 Hutchins Commission and the 1949 British Press Commission. What distinguishes the social responsibility system from the libertarian system is the requirement expressed rather ponderously by Hutchins Commissioner W.E. Hocking: Government must be "the residuary legatee of responsibility for an adequate press performance."

It is a proposition which the Kent Commission supports. Its implementation by the Kent proposals ignores a dilemma inherent in the social responsibility media system. That dilemma may be described in vicious circle terms: The libertarian system developed in revolt against state authoritarianism which denied freedom of expression; but because the libertarian system failed to provide the multiplicity of voices envisioned by John Stuart Mill, theorists invoked the social responsibility theory; they visualized a benevolent government encouraging the free marketplace which technology and other forces had helped to stifle; but such an intervention brings back the very factor which caused the authoritarian danger in the first place — the state.

Confronted by such a circular development, Missouri University Professor John Merrill sees the social responsibility theory as meaningless. Since a "nation's sociopolitical philosophy determines its press system... (i)t follows that EVERY nation's press system is socially responsible." Because the Communist press always supports the party and government — the correct position under Marxist theory — that press considers itself responsible. Under the authoritarian system practised in Spain when Merrill was writing, the press supported the state. Since the state was supreme, to support the state was to be responsible. Merrill's hypothesis is that the more social responsibility in the press, the more control of the press by outside groups. He sees the libertarian concept as much sounder and more meaningful than the social responsibility concept.

Despite the dissent by Merrill and others from the social responsibility theory, the Commission recommends that government exercise a "residuary legatee" function. It proposes a Newspaper Act. By that Act government would put a stop to further chain growth. It would enforce divestments to weaken newspaper monopolies. It would use subsidies and tax exemptions to reward newspaper excellence and impose surtaxes to punish journalistic failings. It would establish, within the Human Rights Commission, a Press Rights Panel to monitor Kent Commission proposals and to act as press ombudsman. It would institute a system whereby an editor-in-chief, except in the case of an "individual" newspaper, would be appointed under contract so as to shield him from proprietor control of editorial matter and make him answerable to an advisory council to whom the editor-in-chief would report annually on his stewardship; the council would report in turn to a government-appointed Press Rights panel.

Tom McDonald

How justified are such measures?

Certainly the current newspaper situation merits some action. Certainly Canada's media have failings. The fate of the *Winnipeg Tribune*, *Ottawa Journal* and *Montreal Star* has disquieted everyone. In its first chapter, "The scope of concentration," the Report carefully documents its charge that newspaper ownership concentration is massive.

However, although the document well describes the situation in terms of newspaper numbers and circulations, it provides only an unsatisfactorily vague picture of newspaper *quality* today. It is for this reason, perhaps, that the Report's research has been called superficial.

Despite this, taking the case for intervention as proved, the Commissioners make proposals whereby they hope to ensure a diversity of editorial opinion among Canadian newspapers and within individual communities and to improve the editorial quality of Canadian newspapers. The evidence behind this dual purpose deserves examination.

First as to the multiplicity of editorial voices. The Commission treats as self-evident the proposition that chain ownership leads to an unhealthful unanimity of viewpoints within the chain. Yet the Thomson newspapers, whatever their other failings, are not demonstrably monolithic in their editorial stands. This seems to be because Thomson ownership seems more interested in newspaper profitability than editorial views, so that editors enjoy a company hands-off policy. The Southam experience of 1965, when member newspapers divided in their positions on Walter Gordon's income tax bill stands as a not uncharacteristic example of editorial independence within a chain. Indeed, the phenomenon of the single-newspaper town may endanger press pluralism more than does newspaper monopoly, however undesirable monopoly may otherwise be.

Some support for this thesis is given by the American Newspaper Preservation Act, Section 1803 of which contains exemptions from anti-trust laws. Such exemptions permit joint operating arrangements to save failing newspapers.

A case may be made that The Canadian Press, justifiably praised by the Commission at least for its English-language operations, contributes more to editorial sameness than does monopoly ownership.

Whatever strictures may be levelled against the Thomson company, the Commission's divestment recommendation against it seems unfair. To require Thomson to divest itself of either the *Globe and Mail*, also praised by the Commission, or its 39 other newspapers seems uncharitable when it is Thomson's financial resources that recently made of *The Globe and Mail* what Canada has long wanted — a national newspaper. By contrast the Commission is particularly gentle with *The Toronto Star*. *The Star*'s Saturday circulation (800,000) is slightly larger than that of Thomson's 39 non-Toronto dailies. Ostensibly, single ownership of *The Globe and Mail* and the *local* Thomson dailies would not be permitted to prevent the national paper's driving the local papers out of business. Given that each class of journal gets its news from a different reporting constituency, it seems unlikely that such attrition will occur. Kent's Thomson-related proposal is not matched by the Commission's treatment of *The Toronto Star*. When Torstar's subsidiary, Metrospan, acquired the 15 Metro Toronto area newspapers of Inland Publishing and closed Metrospan's *Oakville Journal Record* and *Mississauga Times* and Inland's *Etobicoke Gazette*, the Commission proposed no intervention. The reasoning was that the situation represented a *fait accompli* which could not be undone. The unoffending Armadale company would receive no such tolerance. It would be required to get rid of one of its two papers, the Regina *Leader Post* (circulation 69,000) or the Saskatoon *Star Phoenix* (circulation 53,000).

It has been persuasively argued that there is a better anti-concentration device than the specific Kent recommendations for divestment and against further aggrandizement. This would be general anti-monopoly legislation which does not discriminate against one particular business. It would probably merely require a strengthening of existing anti-combines legislation. It might be used against excessive monopoly and cross-media ownership.

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The Commissioners might have examined more carefully the Sun newspaper group, accorded half a page in chapter five. Reprehended for their tabloid tactics and disliked for their black-and-white view of the world, the Sun papers are nevertheless the only dailies to swim against the stream. In Toronto and Edmonton, the organization created newspapers where there were no newspapers before. In Calgary it renamed a dying paper and saved it from oblivion. Those papers have injected into the Canadian media fresh opinions distinctly different from those of longer-established dailies. Their private enterprise formula for financial and editorial success merits closer study.

One omission in the Kent Report's recommendations for newspaper divestment is any consideration of whether federal measures to break up newspaper holdings are constitutional. The Commissioners claim they are. Others are not so sure. What would need to be settled before the government could implement Kent proposals would be whether those actions violated Section 92(13) of the British North America Act, the subsection dealing with property and civil rights.

The Commission should probably have studied the impact of labor-management relations on newspaper mortality. Strikes are central to the story of the closing of the *Montreal Star* and *Ottawa Journal*, even though those strikes were not the sole cause of the deaths of those two papers. The business motives of press owners have been singled out as a prime cause of newspaper deterioration, but it would be ingenuous to suggest that labor is more concerned than management with newspaper excellence.

Which leads to the second aim of the Kent Commission: the improvement of newspaper quality.

Before it makes recommendations to promote editorial excellence, the Commission tries to measure that excellence or lack of it in Canada's papers. It does so in an unconvincing way. In an attempt to quantify quality, the Commission assesses each daily in terms of the money spent on editorial content expressed as a percentage of that newspaper's revenue. In Chapter 13, the Report ranks those papers in order of decreasing percentages. The resulting table purports to rank newspaper excellence.

It does no such thing. It gives an undeserved advantage to dailies unsuccessful in obtaining advertising revenue. It unfairly penalizes newspapers whose advertising departments are more enterprising. Worse still, it implicitly makes equal every kind of editorial matter. Thus the table awards ten times as many merit points for $10,000 spent on beauty contest stories, astrology columns and soft news, as for $1,000 spent on the analysis of the Supreme Court decision on the Constitution or an economist's evaluation of mortgage interest rate policy.

With such failings, it is small wonder the table should put forth Thomson's Kamloops *Daily Sentinel* as Canada's "best" English-language daily and Thomson's Sarnia *Observer* as its "worst". Ranked fourth among all French and English language dailies when it was using disco journalism and other measures in a desperate attempt to survive, *The Winnipeg Tribune* did not survive. Of the 82 papers listed, *Le Devoir* ranked third. It is the only daily about which the reader feels some confidence that it comes close to its deserved position.

The Commission's ill-conceived table of excellence is intended to be the prototype of future tables which would provide the basis for deciding which newspapers are to receive tax credits and which are to pay a surtax. Such a carrot-and-stick approach seems likely to make newspapers operate more with an eye to how much is spent than to what is put in the paper. The proposal is not a reassuring application of the "residuary legatee" principle.

Comparable to tax incentives are the subsidies proposed for The Canadian Press. These subventions are intended to increase resources "painfully thin for the task that ought to be done." In making its proposal, the Commission ignores the unfortunate experience CP had with government subsidy in 1923, an experience which helped persuade the co-operative never to accept government grants again. The Commission claims a time-delay procedure would prevent improper governmental influence on the agency. It is not self-evident that just because a reward is postponed it will not influence CP behavior. Certainly The Canadian Press has chosen not to believe the Commission's assurance: on October 6 CP's fall board meeting unanimously rejected the idea of federal grants in order to protect "its integrity and independence of government."

Again adopting the "residuary legatee" principle, the Kent Commission proposes legislation designed to protect editorial independence from meddling by newspaper owners. The Newspaper Act it favors would have an editor-in-chief appointed under written contract where his newspaper is owned by a company with other interests, including other newspapers, more valuable than his newspaper itself. The Act would require such papers to set up an advisory committee made up of two members appointed by the daily's owners, two elected from the journalist staff of the daily, and, from the community, three who would not be allowed to have any financial stake in any business in which the daily owner has an interest. The Act would also require the editor to make an annual report to the committee. The committee in its turn would have to furnish copies of that report and the minutes of its meetings to a three-member federal Press Rights Panel, a monitoring agency that would report to Parliament through the Justice Minister.

It is hard to imagine running a newspaper under such conditions. Such editing by committee would not encourage vigorous newspaper independence. Although government interference would not be direct, where there is government-arranged "residuary legatee" supervision, too much civil service bureaucracy seems inevitable; and any control of press performance is bound to involve newspaper content.

The trouble with many Kent proposals is that they try to legislate out the bad and legislate in the good. In answer to the classic question, "Who defines the good?" the Commission would say that a committee and an agency of government will define good. Little wonder the Report has been called elitist.

Opposition to the Kent Report has come from an unexpected quarter. Last October the Commonwealth Press Union unanimously passed a resolution asking Prime Minister Trudeau not to enact the Kent proposals into law. To do so, according to Segun Osaba, managing director of Nigeria's *Ibadan Sketch*, would be to encourage some third world governments to use the Canadian monitoring mechanism as a model by which they would be able to control their own newspapers. It is notable that most Third World countries, which claim to espouse the social responsibility theory and where the press is notoriously unfree, practise government intervention.

Despite Kent strictures about the Canadian situation, it is worth remembering that Freedom House has assessed press freedom in 175 territories; of these only 19 have maximum freedoms and Canada is one of them. Which is not to say that all Canadian newspapers are "good". Some of them are "bad", but one of the freedoms that a newspaper enjoys in a democracy is the freedom to be "bad". There is no assurance that under a media system transformed by Kent law, Canadian newspapers would be "better". They would probably be far less free.

After such a critical assessment of the Kent Commission, what may be said in its favor? Many of its virtues are negative. It proposes no newspaper equivalent of the CBC. It opposes licensing of newspapers. It does not advocate compulsory press councils. It *intends* no content regulation. Presumably its special studies, still to be published, will provide a strong research resource. A hint of their value is to be found in such Report chapters as chapter 3, "Under the law," although it contains misinformation when it says slander may be civil or criminal. Of course, slander is civil only. In like fashion chapter 2 tells us Joseph Howe was *sued* for libel, when in fact he was *prosecuted*.

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Why Canada needs the Charter of Rights

The unequal pattern of human rights enjoyment in Canada makes second class citizens of a large number of people and nowhere is one really protected against the arbitrary and excessive use of power by government.

by Edwin Webking

Canadians need the Charter of Rights in order to hasten our progress towards becoming a developed political system. We need it to become a nation in law as well as in spirit.

The Charter of Rights and Freedoms and its significance to Canadians is best reviewed as it relates to the general notion of human rights. The concept of human rights embraces those areas of justice, choice, freedom and opportunity that are inherent in being human. The specific rights have been detailed in such documents as the Universal Declaration of Human Rights, the several United Nations Convenants and the national bills of rights of such countries, as France and the United States. The primary object of a bill or charter of rights in a democratic society is to safeguard these fundamental principles by erecting protective barriers around them and giving them preeminence, or primacy, in the scheme of things. Thus, when people speak of human rights and bills of rights in particular, they are referring to the critical issue of fundamental justice and how a particular country treats its citizens, even the least powerful and most vulnerable.

Human rights are the expectations people have of a particular country and are perceived as having a bearing upon public standards and the rule of law. These rights are presumed to be the basis for the constitutional and legal systems of the country, which in turn are seen as the means by which these rights are declared and made secure. Hence, we find that such rights and freedoms are expressed in the authorative form of a constitution and; or, a bill of rights. In this format they become the essential basis of all other legislation. They become a shield against the arbitrary authority of a bureaucrat, a policeman, a magistrate, a school board, a politician. They are seen as guarantees of fair treatment in all aspects of one's life.

Despite the obvious importance of entrenching human rights, we here in Canada have been debating the issue for some time. In many respects, our own debate continues the arguments of Sophocles, Cicero, St. Thomas Aquinas, Tom Paine and others, all of whom talked about a law superior to ordinary law. Out of this concept of natural law came the notion of natural rights and then the ideals of liberty and equality which toppled powerful governments in America and France and contributed to the evolution of human rights in nations such as ours. Generations later, the struggle for and the misunderstanding of human rights are still with us, as evident in our own contemporary debate.

The issue, we are told, is not whether human rights should be protected, but how. The problem with this position is that it fails to see the important link that exists between the "how" and the subsequent realization of the "should". The governments in Canada opposed to the Charter of Rights and Freedoms say that we already are well protected by our present constitution. There is federal and provincial legislation and bills of rights that reinforce this, we are told. Let us look at this protection which is supposed to be so extensive.

We have the BNA Act which guarantees some political rights, some minority and cultural rights, and it gives us the rule of law within the context of British political and parliamentary tradition. The BNA Act gives the federal government the power of disallowance which can be used to set aside any law passed by a province within a year after the law has been enacted. This has often been cited as a tool of the federal government to protect against the arbitrary exercise of power by a provincial government. However, the power of disallowance has fallen into disuse since 1938, despite the assertion that it could have been used to set aside what some have seen as anti-civil libertarian legislation in a number of provinces. Recent experience would suggest that the federal government has become reluctant to use its veto power. As a possible safeguard of human rights, disallowance proves the political adage that power unused becomes power abdicated.

In the debate over the status of human rights in Canada, the 1960 (Diefenbaker) Bill of Rights is often cited as a protection of our basic rights and freedoms. However, it is little more than another statute and can be repealed any time by any federal party with a majority in Parliament. Furthermore, it can be overridden by any subsequent legislation and it gives people no protection against provincial violation in areas of provincial jurisdiction. For example, despite the right of the enjoyment of property provided in the Diefenbaker Bill of Rights, Hutterites in Alberta have been restricted by provincial law from enlarging their agricultural communes.

Provincial bills of rights are often cited as offering a fundamental protection to the people. Here, also, the reality is far from reassuring. These bills of rights have the same status as ordinary legislation and can be amended or circumvented by the passage of other laws, except in the Provinces of Quebec and Saskatchewan. However, there may still exist an anomaly as it is not certain if this primacy status applies retroactively in those two Provinces. In any case, the other Provinces have not given their human rights legislation such an elevated position. Thus, we see Alberta amending its labour laws in 1980 to exclude the disabled from minimum wage guarantees even though human rights legislation includes such people as a protected category.

In the Province of Quebec a freedom of worship act dating back to 1851 did not protect the religious missionary society known as Jehovah's Witnesses from officially sanctioned harassment and persecution. Homes were entered without a warrant, peaceful meetings were broken up, Bible and hymnals illegally seized, people jailed without trial, and scores convicted of sedition. Similar circumstances befell the same group in Manitoba and Ontario from time to time. In the campaign against the Witnesses, by-laws were passed that some saw as an infringement of freedom of the press. A dissenting judge in a related Superior Court case pointed out that the by-laws could just as easily be used to prevent the distribution of election literature or the city newspaper. When the Supreme Court of Canada finally overruled the by-laws as infringing upon the freedom of worship laws, the involved provinces simply amended the legislation.

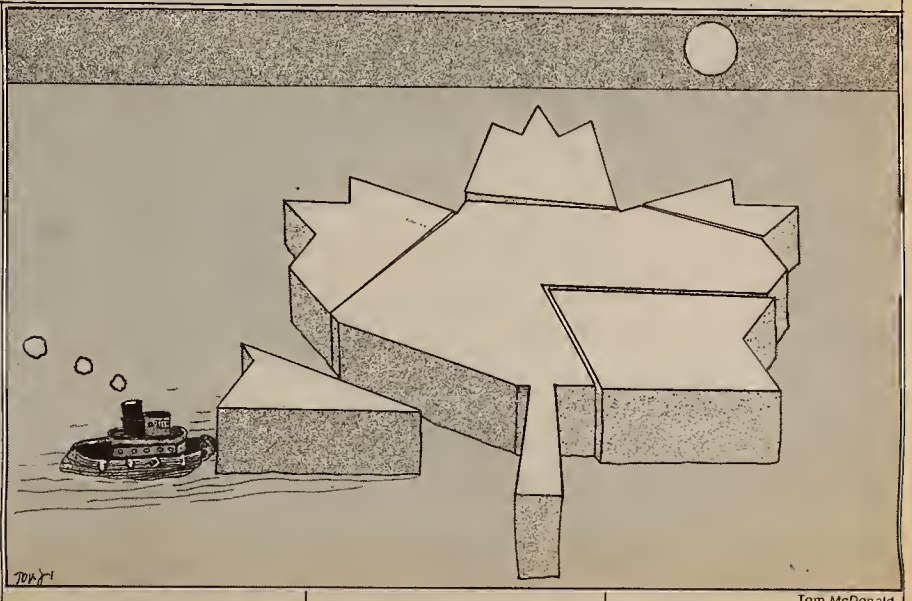
Despite the frequent reference to existing bills of rights there are other significant gaps through which our rights can fall. This grey area most often occurs as a result of the clash of federal and provincial jurisdiction. The native people are most frequently victims of this for the Provinces often claim that they come under the jurisdiction of the federal government and it is to that government that native people should turn. Yet, there have been some court decisions that indicate the native people fall under provincial jurisdiction in some circumstances. Too often, native people find themselves shunted from one government to the other as each conveniently disclaims jurisdiction and responsibility.

It is clear that only a bill of rights entrenched and paramount in the federal constitution and binding on all levels of government would remove these anomalies characteristic of our present system. Nevertheless, there are those in this country who argue that entrenchment would be contrary to our traditional and successful system of government. Since Britain has no constitutional bill of rights and because of our traditional British heritage, say some of those who are opposed to entrenchment, Canada does not need one either. Anyone who says we do, it is suggested, is denying the genius of unwritten English common law and tradition.

The reality is that many basic British freedoms are a great deal less informal. In the 13th century, English barons felt that their traditional, unwritten liberties and freedoms were being trampled upon by the sovereign so they had them set out in the Magna Carta. In the 17th century popular demand and concern once again outgrew the law, as practiced by England's rulers, and the law was written down again in the 1689 Bill of Rights. This same pattern has been repeated again and again. Even in Britain, the bastion of parliamentary supremacy, the growth of government has coined such phrases as "administrative lawlessness" and as unwritten codes are weakened through abuse, written codes are required.

Those who oppose the Charter of Rights and Freedoms argue that our system has worked well, implying that no change or improvement is necessary. The majority of those taking this position, it should be noted, are usually white, anglo-saxon males, for whom the system does, indeed, work well. However, if you are not a white, anglo-saxon male, things are not so good that they could not be improved.

We have disenfranchised Asians who could not vote in British Columbia elections



Tom McDonald

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until the 1950's and were not admitted to the Bar until 1959. Chinese have been denied the right to work in certain jobs and citizens of Japanese descent were rounded up, dispersed, or interned, their homes and businesses confiscated and sold at bargain basement prices. The chicken farm and a two storey house of a twice-wounded Canadian World War I veteran sold for $1,492 from which sale expenses and taxes were deducted with the remainder going to the individual.

Other non-whites have been similarly victimized. A 1975 York University study found that 39 per cent of blacks in metro Toronto had been barred by colour from buying or renting housing and 38 per cent had suffered discrimination on the job or in looking for a job. East Asians experienced similar difficulties and the incidents of "Paki bashing" all across the country are too shamefully frequent to be documented in this limited space.

Women, too, have fared none too well under the present system. The status of women varies from province to province and even within provinces, depending upon whether the woman is employed by a firm or agency that falls under federal or provincial jurisdiction. Because federal human rights legislation applies only to those firms or agencies that fall under federal jurisdiction, too few women benefit from the "equal pay for work of equal value" regulations adopted by the Canadian Human Rights Commission. Consequently, in almost every category of work outside federal jurisdiction, women doing the same work as men but paid less do not have access to the necessary means of redress.

In Alberta, the economic boom area of Canada, women constitute 52 per cent of the work force and yet they earn only one-third as much as the men in every category. In managerial occupations, for example, men average $16,809 whereas women average $9,015, a difference of $7,794. In the professional categories women are paid $8,923 on the average while men are paid $14,643. In 1975, the average wage of women in the labour force was $5,868 and for men it was $11,918. In 1969, men who worked 40-49 weeks earned 73.5 per cent more than women who worked the same length of time. In 1974, this had increased to 97.1 per cent, and the difference continues to widen. These Alberta statistics are not unique and similar data is available all across the country. The total picture is not too favourable for a group that constitutes over one-half of the population, yet receives far less than its fair share under the present system.

Another argument put forward by those who oppose the Charter of Rights and Freedoms and its entrenchment in the Constitution is that we would be replacing the supremacy of the legislature with the supremacy of the courts. The suggestion is that we are better served in the protection of rights by our elected representatives and that giving the final word to judges, who are not elected but appointed, would bring us under the 'tyranny of the judiciary'. History in both the U.S. and Canada, however, would seem to indicate that such faith in our legislatures is somewhat misplaced and that we have much more to fear from the 'tyranny of the majority'.

It was a legislature that enacted the so-called 'Padlock Laws' under which trade union offices were raided, civil liberty meetings blocked, people were dispossessed without trial, and CCF advertisements were refused in newspapers — all in the name of anti-Communism. It was nearly two decades before this law could be repealed. It was a legislature that enacted the anti-oriental laws in British Columbia. It was a legislature in Alberta that in the spring of 1980 brought the disabled under the Individual Rights Protection Act and then in the fall of 1980 passed Bill 80 which makes it legal to exploit the disabled by providing that they can be paid below the minimum wage. Discriminatory legislation directed at religious minorities has been passed by a number of legislatures. It was a legislature that invoked the War Measures Act in 1970. It was a legislature that passed the legislation under which Native women could be denied their heritage if they married a non-native, while native men could marry a non-native with no loss of status.

In the United States, the record of legislative activity is somewhat similar. It was a legislature that passed the anti-Communist laws in the 1950's, under the pressure of Senator McCarthy's demogoguery. It was not the legislature that precipitated the advances made by Black Americans in the 1940's and the 1960's. It was not the legislature that expanded the legal rights of the accused, the indigent, or that curtailed the arbitrary actions of the police. It was, however, the Court that, in a series of decisions, laid the foundation for laws giving Blacks equal treatment in factories, street cars, baseball and hotels in the 1940's. It was the United States Supreme Court, in a series of decisions in the late 1950's and early 1960's, that greatly expanded the legal rights of many in the United States. Without the entrenchment of rights in the United States Constitution, American Blacks would be much worse off, especially if they had to depend upon the elected majority in the national and state legislatures. In the nearly 200 year history of the United States, the record of the Courts, on balance, in protecting and enhancing human rights is superior to that of the several legislatures.

If our Courts had had an entrenched bill of rights upon which to base judicial decisions, our record might be a more positive one than the critics of entrenchment are so quick to point out. It seems a bit premature to be so critical of the potential role of the judiciary under an entrenched system of rights on the basis of past record, when that record may be about what could be expected given the heretofore restrained role of the Court in the scheme of things. How can an institution be faulted for what it has not been allowed to do? On the other hand, there is ample evidence that it is our governments of elected representatives in both countries that have most often made assaults on human rights.

All of this should give greater significance to the debate surrounding the Charter of Rights and Freedoms. This issue is most important in the political development of Canada. Without a paramount Charter of Rights entrenched in the Constitution the checkerboard pattern of rights in Canada will continue. There will continue to be no minimum, uniform legal standard of rights in this country and what rights one enjoys will continue to depend upon where one lives. This unequal and uneven pattern of human rights enjoyment in Canada makes second class citizens of a large number of people and nowhere is one really protected against the arbitrary and excessive use of power by government.

A Charter of Rights and Freedoms would place individual and minority rights beyond the reach of majority opinion, and beyond the reach of political expediency. Rather than lessen, it would increase legislative responsibility since the Charter would necessitate greater care in the enactment of laws and in the delegation of power to administrators. Entrenchment has not lessened the growth of liberty in the United States as many say would happen if we entrench a bill of rights in Canada.

In a country like ours with the increasing size of our different racial and ethnic groups, rights that depend on public sentiment or an elected majority are far from safe. We need an entrenched bill of rights to underwrite and protect liberty and safety and to provide a redress when these are abused or violated. Martin Luther King once observed: "Morality cannot be legislated but behaviour can be regulated. Judicial decrees may not change the heart but they can restrain the heartless." We need it so that children in school learning about the Constitution will have before them some idea of the commitment made to them and the commitment they are to make to others. A bill of rights would not take responsibility away from elective representatives and it would not mean the lessening of democracy.

It is true that the Charter of Rights and Freedoms does affect the powers of governments in Canada. It does not transfer power from one level of government to another, but rather it is a restriction of both provincial and federal power as it involves rights and freedoms. This restriction of power is not to the advantage of one government over the other, but rather it is an advantage to the people of Canada. The people will be the beneficiaries under the Charter which attempts to define the limits of power exercised by government and thus enhances democracy. We are a signatory to a number of international human rights covenants and the Charter of Rights would enhance our ability to live up to those obligations and commitments.

The Charter of Rights and Freedoms is not the best that we can hope for but it is at least a beginning.

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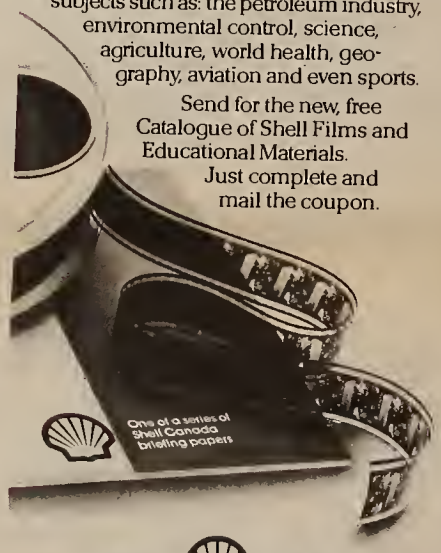

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The last academic

by Paul Craven

Red Bricker, the last academic, passed away on February 28, 2085. Victim of the final struggles of his craft at the turn of the century, he spent the greater part of his life in obscurity. Dead at the age of 105, an era has passed with him. Bricker was the last surviving initiate of the last of all the artisanal crafts to have succumbed to the encroachments of industrialism.

Like the printers and moulders before them, the academics of the mid-20th century enjoyed a rich associational life based in age-old craft traditions and maintained through a culture of job control. Secure in their place near the pinnacle of the hierarchy of trades, maintaining social distance from their less-favoured counterparts through a complex cultural web of geographic exclusion, linguistic idiosyncracy, and closely guarded institutional ritual, they amounted in their time to a veritable aristocracy of labour. In their proud creed of independence, they were more often than not props of the *status quo*. The brief survey which follows is intended merely to spark the rediscovery of this long-neglected craft and serve as a stimulus to further investigation.

With its roots in the mediaeval university, with tendrils stretching back to the quasi-legendary academics of the classical civilizations, the academic community was at the height of its powers in the 1960's. Thereafter came the abrupt break with several thousand years of relative autonomy. To describe the craft community of the 1960's is to describe the zenith of the artisanal trajectory.

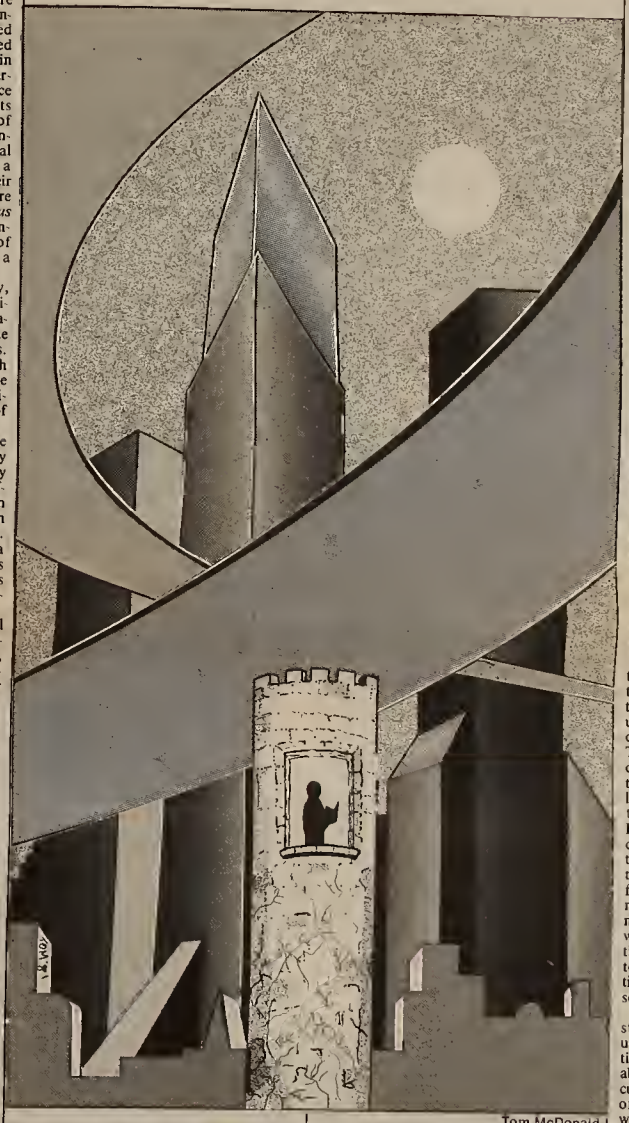
The core of artisanal culture was the workplace. While academics superficially differed from most other crafts in that they were employed in large numbers, the difference is hardly a significant one. Within each University, groups of artisans toiled in small shops known as Departments. Presiding over each Department was a foreman, known in the craft vernacular as "Chairman", who was selected by his fellows for his unusual grasp of administrative politics.

Within the Department, each individual artisan worked alone, at a specific task appointed to him nominally by the Chairman, but in reality by the collective determination of his fellows, in a "Classroom", or "Lecture hall," as the worksites were identified. What went on in the classroom was the jealously guarded prerogative of the individual artisan, who would have considered it unmanly to have been told what to do by his employer, and who would frequently not even permit his foreman to enter the shop during worktime.

Using the familiar practices of the "stint" and restriction of output, the academic artisan imposed strict traditional limits on his working hours and pace of work. Most academics, particularly as they progressed in their career, made a practice of keeping both Saint Monday and Saint Friday.

Besides the culture of job control and the stint, artisanal control was enforced through a rigorous system of recruitment and apprenticeship. Future followers of the craft were selected by practitioners and channelled into "Graduate Schools", presided over by members of the craft, where they would be inducted into the skills and culture of the academy. The records are replete with incidents of apprenticeship familiar to students of the guild and its successors: apprentices were frequently assigned to menial tasks that fell within the craft's monopoly, including "First Year Teaching" and an obscure, if apparently widespread, practice known as "Grading", and the apprentice's work was seemingly considered, if well done, to be the property of his supervisor.

Upon completion of apprenticeship, the candidate for journeyman status was subjected to a series of examinations, and was required to produce a masterpiece ("Dissertation") of such length and complexity as scarcely to be repeated during his working career. This completed, he was inducted into the fellowship of the craft.



Tom McDonald

In every instance examined thus far, new journeymen were located in a job through an effective, if apparently informal, hiring hall system known as the "old boys' network". In each Department of every University, the foreman was charged with recruitment, again often in consultation with his fellows, and various foremen maintained well-established corresponding societies dedicated in great part to recruitment, no less of established journeymen than of new entrants. The same arrangement appears to have operated in the recruitment of apprentices. In addition to this system of selection for regular jobs (and once ensconced in a position, all but a few artisans were selected by their peers for "tenure" — a species of property in a job so entrenched that the few attempts by masters to revoke it normally landed them in the higher courts of law), a collateral system of tramping, known as "Visiting Professors", was maintained. The latter remains obscure.

In terms of the culture of the workplace, the academic artisan seems to have been of a querulous and argumentative temperament. The annals are full of documents, many of them of inordinate length and sophistry, produced by the "committees" of which the craft was so fond, and with which it sought to lighten the burden of its daily task. The "committee" was to the academic what the music hall was to the printer, with the added advantage of being available on the worksite and during working hours. Other forms of institutional wrangling, dedicated on their face to the regulation of work, but actually satisfying more subtle ends, were the "faculty council" and "university senate."

Finally, academic life was highly ritualized. The working year was marked by seasonal processions, with the members of the craft cloaked in antique dress, wearing gowns, hoods, and headwear indicative of their status in the craft and their geographical origins. Induction into the craft involved a formal ritual incorporating special clothing, the laying on of hands, and the speaking of formulae in a dead tongue, followed by a rousing speech in the vernacular by someone of prominence in the community, not necessarily a craftsman himself. Like other crafts, the academics bestowed honourary membership in their fellowship upon distinguished citizens, particularly those who had made a substantial material contribution to the institutions of artisanal life.

The decline of the craft began, ironically, with a huge expansion of demand for its services in the 1960's. For the first time, a genuine labour market was created and at the outset conditions of scarcity prevailed and the craft profited. But the boom was illusory, and scarcely a decade later, once numerous new journeymen had been inducted to meet the perceived need for still further expansion, the market collapsed. The academics responded to the development of the labour market in their trade as had other crafts before them: they began to formalize their associational lives, enter into collective bargaining with the University authorities, and attempted to clamp down with ever greater restrictions on output. But by the 1970's, most efforts at the latter were in vain.

During the period of expansion, the artisans themselves had welcomed innovations that struck at the core of their traditional work practices. "Team teaching" undercut the old rule that the individual craftsman was master at his own bench. The beginnings of technological change occurred with the inception of televised lectures, and while that experiment was a costly failure, it foreshadowed the changes yet to come. Internal dissension between Departments over the recruitment of increasingly scarce "BIUs," as students came to be called, cut against the common interest expressed through unionization. And for a long time, the real dangers were ignored, as short-term crisis spawned committee after committee and the artisans wallowed in the delicious mire of resolutions, invective, and debate. There is a case to be made that the craft's chances of effective resistance were drowned in a residual sea of emergent paper.

Employer attacks upon the craft's living standards, working conditions, and ultimately upon even such hallowed institutions as the saint days and tenure, were abetted to an appreciable extent by the culture of the craft itself. A true aristocracy of labour (perhaps the only real one the world has ever known), it helped provide the weapons that cut it down. Economists provided the projections and fiscal theories that were their undoing; computer scientists and engineers developed the microelectronic technology that eventually made the University itself redundant; sociologists invented the new jargon that legitimized their decline; historians supplied the defeatist lessons that wrecked the craft's morale.

The craft died as it had lived: proud individualists whose common cause was internecine squabbling, victims of the world they had helped to build. Perhaps we are all of us better off without them, but one can hardly suppress a nostalgic sigh at the news that Red Bricker, the last academic, is no more.

Paul Craven is a Professor of Social Science at York University.

BOOKS.LIVRES

Ecology as master concept

by John Fekete

Toward an Ecological Society. Murray Bookchin. Montreal: Black Rose Books, 1980. 315 pp.

Murray Bookchin, at 60, is an imposing figure with enduring integrity at the utopian pole of North American radical thought. Over a generation of writing in the tradition of Aristotle, Fourier, Kropotkin and Goodman, he has found in the concept of ecology an invaluable master key to open the doors of perception onto a vast panorama of both contemporary social ills and also emancipatory possibilities for humanity's future.

Bookchin is the author of such earlier books as *Our Synthetic Environment, Post-Scarcity Anarchism, The Spanish Anarchists,* and *The Limits of the City*, and is an actively political public figure and educator. He has been pioneering the social ecology movement since well before the 1960s and 1970s were marked by Carson's *Silent Spring* and Schumacher's *Small is Beautiful*, Alinsky's urban activism, the engineering and design proposals of such figures as Fuller, Heronemus, Meinel, Glaser, O'Neil, Soleri, or the environmental politics of the Seabrook occupation, MUSE, or Commoner's Citizens' Party.

Bookchin has been in active opposition to the growing use of pesticides and food additives since 1952, to radioactive pollution since the first hydrogen bomb test in the Pacific in 1954 and the Windscale nuclear reactor disaster in 1956, and to the construction of nuclear reactors since Ravenswood was stopped through citizens' action in 1963. He has been involved in anti-nuke alliances such as Clamshell and Shad, as well as their predecessor, Ecology Action East, whose manifesto, "The Power to Destroy, the Power to Create," was written by him in 1969 and is included in this volume.

The fourteen essays collected here provide a conceptual portrait of Bookchin in the period 1969-79. They include the well known "Spontaneity and Organization" essay from the now defunct *Liberation* magazine, as well as other discussions of energy, ecology, ecotechnologies, ecocommunities, the city, the body politic, Marxism and Neo-Marxism, and utopianism. The essays are drawn from such sources as Bookchin's current periodical publication, *Comment*, the philosophical quarterly, *Telos* and *The Urban Affairs Annual Review*, and in some cases have been revised for this volume. Their special importance resides in both their presentation of and call for a coherent perspective on humanity's future. It is the unwavering sense of what is ultimately at stake in these discussions that Bookchin articulates with a clarity of mind, a multi-disciplinary range, an historical scope and a philosophical depth that are as admirable — especially in combination — as they are unusual.

In short, the argument pivots on discussions of *social* ecology — on the transportation of diversity, spontaneity and complementarity, the principles of natural ecology, to the level of the most molecular relationships in society. Bookchin pits these against all forms of merely environmental engineering which leave unchallenged the forms of social domination as well as the underlying notions of the present society, including the notion that man must dominate nature.

Bookchin has been a consistent critic of environmentalists whom he accuses of perpetuating the same attitudes that brought humanity into opposition with nature in the first place. Environmentalism, in his view, expresses a technical sensibility for which nature is a passive habitat of external objects and forces to be put to use, particularly with the aid of techniques to diminish the hazards caused by domination, e.g. 'alternative' power sources, designs for 'conserving' energy, 'simple' lifestyles in the nature of 'limits to growth', and a correlative engineering of public opinion.

By contrast, Bookchin insists on reconnecting social history and natural history. He warns that as long as ecological technologies (such as solar energy, wind power, organic agriculture, holistic health, etc.) remain within a straitjacket of hierarchical values and institutions, our grotesque imbalance with nature will be altered very little and the immense dangers to the biosphere and to human life will at most be cushioned or concealed from the public.

Not everyone will readily endorse the polemical edge of the analysis, nor be prepared to embrace such sweeping parameters. For his own part, Bookchin's approach remains steadily consistent. The stress in these essays falls on the toxic social causes, values and inhuman relations that underpin the ecological crisis on the planet. Bookchin occupies a crucial minority view within ecological discussions inasmuch as he advances as his central thesis the view that ecology must mean *social* ecology. His stance rests on "the conviction that the very concept of dominating nature stems from the domination of human by human, indeed, of women by men, of the young by their elders, of one ethnic group by another, of society by the state, of the individual by bureaucracy, as well as of one economic class by another or a colonized people by a colonizing power." The implication, then, is that only a consciously anti-hierarchical and non-domineering sensibility, structure, and strategy for social change can retard, halt, or reverse the planetary momentum toward ecological extinction and serve as the voice for a new balance between humanity and nature. It is indispensable, in other words, to restore human community in order to have any hope of heading off nature's revenge.

Schematic reconstruction cannot do real justice to either the rich tapestry of arguments that Bookchin weaves on many levels at once or to the urgency of his appeal. His ambitious aim is to recast the emancipatory traditions of human history in contemporary concepts around topical issues, and his writing both presupposes a positive orientation to that project and challenges the terms in which that project is traditionally conceived.

The "Introduction" opens by noting that "these essays have been collated for a special purpose: to recover the very *idea* of a radical critique of social life." The audience primarily addressed is, broadly speaking, the milieu of radical thought and action. The message, however, is that, notwithstanding the emergence in recent years of radical issues with far-reaching emancipatory implications (such as ecology, feminism, and community control), radical thought is in grave peril of losing its coherence and even identity because its emancipatory logic is being warped into subservient ideologies of the status quo.

On this score, in essay after essay, against a background of the present society illuminated by relentless anti-capitalist, emancipatory critique, his main targets lie *within* the ecology, feminist, and community movements themselves. On the one hand, he charges the new social figure of the 'managerial radical' with the universal bureaucratization and technocratization of radicalism as such, not only at the organizational level but also at the level of outlook, vision, and ideas. On the other hand, he charges the old social figure of the socialist, Marxist, or neo-Marxist with invariably obscuring or distorting new issues or possibilities in order to fit them to the procrustean frame of an archaic economist and authoritarian vision of social reality. By compromising or reducing the sweeping implications of actually realisable concepts of freedom, these deceptive pseudo-radical figures perform as cancers within the new radical movements, subverting their incipient new logic. Bookchin presents them as obstacles to extending our notions of freedom beyond past conceptions to the real possibilities of an ecological society — the restoration of human scale, community control, a self-governing civic self, face to face democracy, liberatory technologies.

If Bookchin writes as a radical to other radically minded people about the most fruitful directions of radicalism, his propositions nevertheless aim for universal reference, and call for some response that may be equal to the challenge. His utopianism is urgently pressed as an alternative to the merely quantitative futuristic extrapolations of writers like Toffler, Ehrlich, McLuhan, Kahn, Wiener, Fuller, or Hardin. It rests on a considered judgement that highlights the stakes at issue and casts in sharp relief the basic tableau of a moribund society that may be redeemed only through a radical ecological reconstruction. He writes: "Utopia, which was once a mere dream in the preindustrial world, increasingly became a possibility with the development of modern technology. Today, I would insist it has become a necessity — that is, if we are to survive the ravages of a totally irrational society that threatens to undermine the fundaments of life on this planet."

The ethical passion that governs these essays is given shape by a double recognition on behalf of which the arguments of the texts are forcefully adduced. On one hand, the lethal despoilation of the planet in the past generation exceeds all the damage inflicted on the biosphere by all earlier human generations, to the point where this accelerating tempo of destruction"is literally undoing the work of organic evolution." On the other hand, the roots of this ecological crisis can be perceived in the underlying institutional, moral, spiritual supports of hierarchy and domination that have pitted human against human

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Cat let out of the bag

by Alan M. Thomas

Continuing Education: The Third System. Ministry of Education and Ministry of Colleges and Universities, Government of Ontario, Toronto. Undated.

In the big parade of recent "consultative" reports on education in the province of Ontario, *"Continuing Education: The Third System"* presents a very modest show indeed. Not only was it virtually torn from the bosom of the Ministry in the winter of 1981, while various unauthorized clones were making the rounds surreptitiously, but the relentless cautiousness of the content, "The Ministry could...", "Should the Ministry. . .?", "In some respects . . ." indicates that there have been no bands playing for this undertaking, and indeed that none were intended.

The low-key character of the associated campaign to encourage discussion and response to an "in-house" committee of the government further confirms the essential modesty of the enterprise. All this is in somewhat puzzling contrast to the similar and highly public examinations of "continuing education" in other provinces, such as Quebec and British Columbia. Despite all this, and despite the summer's postal shutdown, over a hundred responses were received by the government, and a revised document has been prepared for internal consideration.

The modesty may have been the result of internal indecision, since a number of interests within the ministries involved have already staked out parts of the territory in question and regard those claims as essential to their own survival. Or, it may have been the result of an appreciation of the sizes and tumultuous complexity of the activities that fall under the rubric of continuing education, and of a wish to tread very circumspectly indeed.

There is a very great deal at stake. In fact, our survival not just as a "high-technology" economy, but as a nation and a civilized society is what is under examination. The education of "those normally considered adults by their society", which is what this report is about, is now the largest educational enterprise in Canada, in terms of both the numbers of individuals and material resources involved. What is of greater importance is the fact that, so far as anyone can see what lies ahead with clarity, it seems undeniable that we will be dependent upon what individuals learn or do not learn as adults for our survival. Therefore, the "management" of that learning involves the essential quality of our lives. Perhaps the alternatives suggested by the Report, or some of them, also allow a glimpse of how we might truly achieve the democratic society we keep saying we are committed to.

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Papers useful but not "must reading"

by Larry Eberlein

Law and the Citizen. Sussman, F.B., & Morse, B.W. (Eds.). Ottawa: University of Ottawa Press, 1981

This book is a collection of papers presented at a colloquium on Public Legal Education held in Ottawa in 1977. The editors have added some brief conclusions and recommendations to the additions or corrections made by the authors to their papers. The original forum was sponsored by the Faculty of Law at the University of Ottawa and the Federal Department of Justice. The two major sections of the book deal with where we are now (1977) and where we are going in the future (the 1980's). Material is presented on the role of the community, the school, the government, and the role of special interest groups such as consumers and the media.

Since the major focus of the book is on providing the community with information about the legal process — public legal education — it is a shame that it took so long to produce. Many of the programs mentioned are now of only historical interest since they have been discontinued. Again, the nature of the presentations leads to the major weakness of the book — the verbosity of the spoken word. One would have hoped that in the months following the symposium, a carefully edited manuscript (rather than a transcription) would have been presented.

One article details the University of Windsor law program which developed one-half hour video tapes for public distribution. More recent details are found in the March 1978 issue of the Law Society of Upper Canada Gazette. The article by Judy Swan, formerly Administrator of the Ontario Legal Education Council (no longer in existence), deals with the teaching of law in the secondary schools. The sole concentration on commercial law to the exclusion of a general legal education for such students is identified as a major problem.

In dealing with the role of government, Jean-Francois Boulais, University of Montreal, discusses the role of legal aid system attempts to involve clients in a self-education process leading to a form of independence. To achieve this goal, lawyers need to know about community resources available to their clients. Present law school training does not include preparation for this type of public education. Patti Pearcey, from Vancouver People's Law School, describes a program designed to provide legal information to all residents of B.C. In addition to classes, a series of video tapes and other materials have been developed for both the print and TV medium in B.C.

Unfortunately, as interesting as much of the material is, Robert Cooper's comment from his perspective as CBC Ombudsman is typical: "I am not going to stick strictly to the title or subject." His, like many of the papers, was disjointed and essentially descriptive in nature. Not a piece of "must reading", but certainly a useful source of historical data for those that want to know what has been tried in the past. The recommendations should be looked at in this context.

Larry Eberlein is a Professor of Educational Psychology at the University of Alberta.

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Cat let out of bag...p.18

The Report opens with a brave attack on the confusion of language and terminology with which the activities under study are awash. "Life-long learning, continuing education, recurrent education, education permanente, life-long education" are all terms in use, representing various attempts to capture the form and content of the educational activities of adults. The principal definition which we are asked to accept is of "continuing education". "In this paper, continuing education is defined as 'the provision of opportunities for lifelong learning in English and in French to adult learners who are not involved in traditional full-time credit programs'. 'Adult learners' are those people at least sixteen years of age or older who are engaged in purposeful learning activities" (p. 7). For the most part, in a context that is notorious for its careless use of terminology, the Report is faithful to this definition, tripping only occasionally over the distinction between life-long education and life-long learning.

The definition belongs to the "delivery" or "institutional" category of definitions, rather than to the "learning" or "participant" point of view. From this perspective the Report addresses itself to issues such as, special needs, illiterate adults, isolated individuals and families, the handicapped, and others who are generally left out of everything in this society, and nowhere more than with respect to participation in continuing education. It reflects the fact that in terms of both participation and organization, continuing education in 1981 resembles very closely the education of the young before the passage of compulsory attendance laws in the last century. The affluent are more than well looked after, the middle get a little through various manpower training schemes and the poor get nothing. A consideration of which of these conditions is cause and which effect is beyond the scope of the Report, just as it remains beyond most of us, though there is the underlying conviction throughout that education can be used to redress other inadequacies or inequities in the society.

The issues arising from the present administrative confusion, both within the education system itself (e.g., different definitions of students, varying charges for similar opportunities) and outside the education system, involving myriads of agencies, are taken up, though each issue is concluded with a series of questions, rather than recommendations. By the time the reader is finished, these questions have come to sound somewhat plaintive. Nevertheless, important issues are addressed, and one can be somewhat hopeful, modestly hopeful, that the final report will try to resolve some of them.

The consequences of demands for learning having reached the peak that they already have is revealed by the statement, "Besides the direct support of the Ministry of Education and the Ministry of Colleges and Universities in the activities of school boards, colleges of applied arts and technology, the polytechnical institute, and universities, nine Ontario ministries are currently funding programs in continuing education to the amount of at least $309,000,000 (1978-79)" (p. 46). The dilemma presented for conventional government administration is considerable, and we can only guess at the numbers of fingers that itch to get in and tidy everything up: a fatal itch in these circumstances, since learning is ubiquitous, and when attempts are made to control it centrally, it simply leaks into decentralized activities under another name and another budget category.

Throughout the Report, despite its curious question as to whether the government should have a philosophy of continuing education, there is a lively point of view maintained, though with customary reticence. There is considerable hesitation over the right style of government intervention in this widely decentralized and apparently chaotic enterprise. Perhaps the author is aware of the difficulties governments have in distinguishing between support, coordination, control and direction. The reference to the validity of community control, and the value of community councils, hints of the new "small is better" liberalism, and one of the oldest visions of adult education. How this is to be reconciled with the emerging "mega" needs of contemporary society, all of which involve learning, is a matter for serious and immediate debate. The reflections on the provision of teachers, facilitators, animators, all of those emerging stewards of adult learning, reveal the understanding that conventional methods of "professionalization" will not solve the collective manifestations of an individual capacity that is so deeply involved in development, freedom, and citizenship. I learn, therefore I truly am.

While the Report does for the most part remain true to its definition, the definition itself is open to question. In fact, as a price for sticking to its definition, the Report is forced into some "nit-picking" that undermines it occasionally. Whether sixteen year olds are really adults, or whether part-time credit students should really be included in continuing education, seem silly and basically destructive issues to be haggling over. What any decent system of "continuing education" must provide, first and foremost, is a way for individual learners to change themselves by means of deliberate learning, and at the same time to maintain "continuity" in their lives. All other considerations of administrative elegance and institutional safety have to be secondary to that. All of the questions posed by the Report, and for the most part they are the right questions, must be answered with that criterion foremost in mind.

The universities have a much larger stake in the issues raised by the Report than simply competing for a reasonable piece of the action. To be sure, they are as relevant to the adult learner as any other educational agency, and the concern for those learners is long overdue. But what is really at stake here is the proper "management of learning", a matter to which all societies at all times have to address themselves, a matter that engages the basic freedoms and endurance of a society.

The resolution of these issues must not be left to a "shoot-out" between competitive educational agencies, however desirable a certain level of institutionalized competition may be. In the immediate future, the massive changes threatened in federal-provincial relationships will revolve precisely around the matter of who will manage learning, and how it will be managed in this society. If any issue demands intellectual leadership from the universities, as distinct from organizational confrontations, it is this one. The Report in Ontario has served to let the cat out of the bag with respect to the education of adults, and it's a tiger.

Alan M. Thomas is with the Department of Adult Education at OISE.

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and, by extension, humanity against nature, on an awesome scale. The heroic challenge of Bookchin's work, then, is his call for a change in our dealings with the earth and with each other sufficiently fundamental and far reaching to take us beyond all earlier conceptual horizons of good life, harmony, balance, revolution, and freedom. In short, "our solutions must be commensurable with the scope of the problem."

The strength of a book like this is that the repetition and reformulation of clusters of ideas, attitudes, and values from essay to essay make the overall vision compelling. In this instance, the vision is phrased in the prophetic tradition and stands, together with *Post-Scarcity Anorchism*, as a contemporary pillar in that desirable, even necessary, regroupment of optimism that our times so achingly call for. Some readers may more readily accept the truth and accuracy of Bookchin's warnings and adopt his larger syllogisms; others may find their imaginations fired more by his utopian vision and the ideals into which he tries to breathe life. Inevitably, in reading essays, the reader will seek additional detail of exposition, fuller evidence, further elucidation of the bright possibilities one glimpses. Conversely, it is perhaps to the credit of the book if the reader feels a longing to explore the issues at greater length.

There is much to stimulate thought in every compressed paragraph, whether it deals with decentralized ecocommunities aligned with the ecosystems which support them, the Aristotelian view of the body politic, the Greek notion of *philia* or the Christian *agape*, the evolution of cities through the temple city, the palace city, the Greek *polis*, the medieval guild city and the industrial city to the megalopolis; or whether it is concerned with the ebb and flow of development of utopian thought from the folk utopias like the Land of Cockayne, through Plato, the Renaissance, Enlightenment and Socialist utopias to the libertarian practical utopianism of the 1960s. Bookchin expressly resists the false concreteness of earlier utopias and contemporary scenario building. In the end what this book accomplishes is to raise compelling ecological imperatives and ideals for our times. Beyond that, further concretion is perhaps properly left to the dialogue of active citizenship and personal sovereignty in the communal drama that we share as both process and goal.

John Fekete is a Professor of English Literature at Trent University.

Pressures and priorities

by John Griffith

Pressures and priorities: Commonwealth Universities in Congress, edited by T. Craig, 659 pp., Association of Commonwealth Universities, 1979.

The 12th Congress of the Universities of the Commonwealth was held in Vancouver during August 1978. Five group discussions were held on:

a) the World food problem and the universities;
b) higher education in countries with federal systems of government;
c) reconciling equality and excellence;
d) the public view of the universities;
e) universities and other institutions of tertiary education.

The principal speakers on each topic have their papers printed in their entirety, followed by a summary of the ensuing discussion.

On surveying the list of participants, it is obvious that the problem of who should speak for the universities is unresolved. In this volume, we have expressed the views of university presidents, with no indication of how the opinions of faculty, senate or board of governors may differ from those of their "official" spokesmen.

Bias is occasionally evident. For example, in section b) an Australian Vice-Chancellor states that federal determination of salaries has "helped the university system in Australia avoid the development of the intense academic staff unionism which was to be seen in Canada," while in section e) we find the statement that "faculty became unionised to an increasing degree, a process which called into question the very idea of professional commitment."

The fact that a world-wide food problem exists is well-known. Less obvious are ways in which universities can help to ameliorate the situation. Universities in developing countries have an inevitable influence on social and economic development. They provide their respective countries with leaders of thought and they act as agents of change. Research in agricultural techniques and in the social sciences, for example, provides information on which decisions affecting the future of the country should be based. Inter-university programs between developed and developing countries will aid in the process.

Participants generally agreed that universities in developing countries should be training people to undertake appropriate research, teaching and extension, at both low and high technology levels. The Association of Commonwealth Universities has a responsibility to promote the development of universities in these countries.

Alongside the food problem is that of energy, where universities were thought capable of a greater role. Research into energy problems is both universal and research specific, involving scientists, technologists, sociologists and economists. Universities offer a forum where these varied facets can interact without prejudice.

I read the section on higher education in countries with federal systems of government immediately after attending the 1981 CAUT Council meeting during which the current problems relating to Canada's Established Programs Financing Legislation were discussed. It was instructive to see how our present concerns were anticipated in 1978 and how other countries have tried to deal with similar problems.

The first diseussion on the subject deals with the financial effects of federalism. Views range from indifference to the source of funds to the actual level of funding taking second place to the university's autonomy and academic freedom.

In Canada, amendments to the Fiscal Arrangements Act have forced universities — at least from an administrative point of view — to become much more parochial and provincial. A 1976 AUCC brief states that "the general effect of federal funding by unconditional transfers has ... been a provincialization of universities to such a degree that there is little assurance that national objectives will receive attention commensurate with their importance for balanced university development." A 1976 COU brief to the Canadian and Ontario governments on the financing of higher education in Canada proposes a division of responsibilities between federal and provincial jurisdictions. Today, the formulation of a national education policy for Canada remains an unrealized goal.

In Australia, a Universities Commission, patterned after the University Grants Commission in Britain, plays the dual role of advising governments on grants and of protecting university autonomy. With academic salaries in Australia determined in line with general and national salary trends, the university system has avoided what is termed as "the development of the intense academic staff unionism which was to be seen in Canada!"

Also discussed is student and staff mobility under federalism. In Canada, job opportunities in universities are seen as being considerably higher in the West than in the East, and provincial protectionism is seen as a possibility, following the example set by the federal government.

Another topic covered is the status of academic planning in a federal system. It is made clear that there is no "typical" form of federalism, and that the federal state offers a great variety of possibilities. Planning is carried out at many levels, with varied interactions and adaptations to regional needs. Universities appear to be better off under systems with a balanced division of responsibility shielded from the influence of a single all-powerful government. There seem to be very few examples of planning involving dialogue between federal, state and institutional systems.

The group examining the topic endorsed a proposal to urge on the Congress the importance of special studies to identify the critical factors affecting universities in each country with a federal system. In light of the impending over-haul of Canada's federal-provincial funding arrangements, it appears that this proposal should be vigorously pursued here.

Under the general heading of 'Universities and the Public' are three sub-topics: the relevance of the curriculum to the needs of society, the relevance of university teaching and research, and direct services to industry. Questions raised include: "Is much university teaching irrelevant to the needs of society?" "Should the forces of supply and demand dictate the reactions of the universities?" "Should a university act as the conscience of society?"

Some participants argue that the true importance for the student is not the content of studies but their effect on the development of their mental powers. It was felt that it is more important to prepare students to exercise their intellectual powers to the full than to enable them to slot into a tailor-made job at the age of 21. Similarly, universities themselves should be engaged with long-term issues, rather than respond to every shift in the political wind.

Finally, consensus was reached on the need for more exchange and assistance among developed and developing countries.

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THE ESTABLISHED PROGRAMMES FINANCING ACT BACKGROUND AND THE BUDGET

With the 1981 federal budget, we reach a further step in the evolution of the relationship between the federal government, the provincial governments and the universities. To understand how we got here and to understand the importance of the Established Programmes Financing Act, it is necessary to review briefly the development of the funding of higher education in Canada. From a constitutional point of view, education was given to the provincial governments as an area of responsibility in 1867, but education in this context meant elementary or at most secondary education. The number of institutions of higher learning was small and universities were themselves small, private and generally religious. The funding for the universities came from fees, donations and gifts.

But almost from the beginning, the federal government became involved in higher education. In 1876 the Royal Military College was established and in 1885 a 150,000 acre land endowment was made to the University of Manitoba. As Canada became more industrialized in the twentieth century, education became more important and so did the demands for government funding. Grants through the Agricultural Aid Act of 1912 and the Technical Educational Act of 1919 transferred money from Ottawa to institutions of higher education for specific programmes.

The 1939 royal commission on federal-provincial relations (Rowell-Sirois) stated that education should remain a provincial responsibility but it recognized the importance of universities and said:

> it is conceivable that even the provinces might welcome a small Dominion grant their universities made contingent on the maintenance over a period of some years of the provincial grants to the same institutions and on the preservation of high academic standards.

But it was the return of the veterans from World War II that forced the federal government's hand. It was clear that universities could not respond to the demands of the veterans for university education without substantial government grants. After vigourous lobbying by the university presidents, the federal government instituted a system of $150 per capita grants to each discharged man or woman at a Canadian university, a system which at its peak in 1946-47 cost $37,000,000.

By the beginning of the 1950's the veteran's programme was winding down. The universities realized they faced a greater problem in the long range planning and development of the system. The Massey Commission recommended:

a. besides research help the federal government make annual contributions to universities on basis of provincial population;
b. grant to be distributed on the basis of student enrolment after consultation with university and provincial governments;
c. contributions to be sufficient to allow universities to carry out goals for university system.

These recommendations were supported by the then Prime Minister Louis St. Laurent and the federal government instituted a grant of $7,100,000 (.50 per citizen). Quebec objected to the unilateral federal action in this area which they saw as a total provincial responsibility vital to the cultural position of Quebec. For a time Maurice Duplessis stopped the grants to the universities in Quebec. The Diefenbaker government reached a compromise by transferring some tax room to Quebec rather than money (although the amounts of money were the same). Premier Duplessis therefore allowed the provincial universities to have access to the federal money, something which he had refused before.

By 1966-67 the federal grants had risen from $67,000,000 to $99,000,000. In 1967 Prime Minister Pearson brought this programme to an end. He stopped direct payments to the universities and substituted a plan of cash transfers and ceding of tax points to the provinces. Pearson argued that there was a broad national interest in maintaining a minimum level of service across the country. Through this programme the federal government proposed to meet 50 percent of the operating costs of institutions of higher education.

The federal government picked up 50 percent of the eligible costs (only certain costs were eligible, for example capital expense was not and research funds had to be deducted). In 1972 the federal government introduced a limitation on the federal transfer. The total monies transferred could be no more than 115 percent of the money transferred the year before. The amounts transferred under the act escalated dramatically. For postsecondary education slightly over one billion dollars was transferred in 1972-73; by 1976-77 this had risen to $1.7 billion.

There were problems--the costs were essentially uncontrollable from the federal government's point of view. By the seventies more and more provinces (not just Quebec) were objecting to the federal involvement in this jurisdiction. Mr. Trudeau was in an awkward position since he had always claimed to be a strict constructionist. He also sympathized with the view that the two jurisdictions should operate in their own defined areas and pay exclusively for their own programmes.

In July of 1976 the federal government put forward proposals to modify a major section of its fiscal relationship with the provinces. The national government would withdraw from the shared-cost aspect of three major programme areas: hospital care, medicare and post-secondary education. In return for this withdrawal, the federal government would institute a system of transfer payments to the provinces involving cash and personal and corporate tax points. This transfer would escalate year to year on the basis of the growth in the per capita GNP. This was the Established Programmes Financing Act.

With its introduction, the provinces no longer had to provide the federal government with the actual expenditures for post-secondary education. From the federal government perspective it achieves control over the growth in its expenditures for these programmes; from the provincial point of view it gained freedom (since it would no longer lose a dollar for every dollar cut to the programmes) and the provinces received more money in the first years of the programme as a sweetener. It is also clear that the federal government made these changes because it wished the provinces to cut the social programmes such as medicare and university education. Difficulties arose because the programme seemed to work. It worked in the sense that the provinces cut their expenditures; therefore, the EPF escalator made the federal transfers grow at a rate faster than the growth in the provincial expenditures on the programmes. From the federal government view this meant that they were paying more than what could be considered their fair share. Also, the federal government wanted to have a policy voice in the programme (something they had for the medical side but not in education).

For these reasons the federal government wanted changes to EPF which terminates in part on March 31, 1982; the result was the budget of November 12, 1981.

THE BUDGET

> There has been great concern, Madam Speaker, that I was about to threaten the survival of our post-secondary institutions...These fears are without foundation. The proposals which I will be tabling tonight will enable us to achieve the desired savings without affecting the federal contributions to the financing of provincial medical care, hospital care and post-secondary education programs.
>
> - Finance Minister Allan MacEachen

Those were the words used by the Minister of Finance to announce his proposed changes in the federal transfers to the provinces. What Mr. MacEachen did was to state that he was ending the revenue guarantee programme. Revenue guarantee goes back to 1972 and is a programme to compensate the provinces for any possible loss in provincial revenues due to changes to the federal personal and corporate income tax in 1971. When EPF was introduced in 1977, a certain sum of money and a tax point were added onto the calculations of provincial totals in lieu of the separate revenue guarantee programme that had existed from 1972-1977. However, the money for the programmes under EPF -- medicare, hospitalization and post-secondary

-- was based on the costs of these programmes in 1975-76; the revenue guarantee was extra money added to the total for the programmes.

Therefore the Minister of Finance is right when he announced that the ending of the revenue guarantee did not affect directly the funding transferred by the federal government for post-secondary education. Some serious concerns remain however. Since there is a real cut of some $900 million in 1982 to provincial revenue, provinces do have problems. But the federal government is arguing that the provinces will gain revenue because of the other changes introduced in the budget (because for all provinces but Quebec, provincial income tax is just a percentage of the federal tax and is collected by the federal government; when the federal government gets more money by closing tax deductions, the provinces automatically get increases in their revenues). Under federal calculations the provinces will gain over one billion dollars more revenue in 1982-83; therefore, Mr. MacEachen argues the provinces as a whole will be better off under the new system in 1982-83. After 1982-83, the provinces will suffer a real net loss in revenue with the biggest losers being Ontario, Alberta and British Columbia.

Regarding the future of post-secondary education, the federal government is calling for consultation with the provinces with the view to having a new system in place by April 1, 1983. To allow time for this consultation and study, EPF will be extended for one year in its present form (with the built-in escalator for 1982-83). If the provinces prove to be uncooperative, the federal government says it will freeze future federal transfers at the 1982-83 level.

In the budget papers, education is discussed mostly in terms of the job market and manpower training. The papers contain no details concerning the government's plans or proposed consultations. These details and the schedule will be announced over the next few weeks by ministers such as the Secretary of State, the minister of Employment and Immigration and others.

In the aftermath of the budget announcements, a major concern is that, although no cuts have been made to post-secondary funding, some members of the press have misunderstood and have been reporting cuts to the programmes under EPF. This line has been picked up by the opposition parties in Ottawa (who obviously see more political advantage in saying the minister is cutting in health and education rather than in general provincial revenue). This line is also being pursued by some of the provincial politicians.

The other point that has to be born in mind is that these factors, along with the whole question of equalization will be discussed at the meeting in Halifax of the ministers of finance (federal and provincial) on November 22/23 in Halifax, so that there could be still further changes in the system.

LOBBYING ON THE ESTABLISHED PROGRAMMES FINANCING ACT

Even before Mr. MacEachen announced the 1½ billion dollar cut in the federal transfers in his October 1980 budget, CAUT was aware of the federal government's concern about the operation of the Established Programmes Financing Act of 1977 and the desire of the government to save money through this programme. Realizing the potential destructiveness of any major change in university funding, CAUT viewed this federal action as the most important to ever hit Canadian higher education.

In the late 1970's the provincial governments were already cutting their operating grants and university revenue was falling behind the cost of living increases. If massive cuts in the federal funding were added to this (cuts which would likely be passed on in whole or in part by the provinces to the institutions), then the institutions would face drastic re-structuring or even closure.

CAUT mobilized its most extensive lobby effort. A close working relationship was developed between CAUT, the Association of Universities and Colleges of Canada (AUCC) and the Canadian Federation of Students (CFS). For AUCC, the Executive Director Allan Gillmore and Robert Patry handled most of the EPF action with the involvement of a number of the universities' presidents (Allan Earp of Brock and Lloyd Barber of Regina were the presidents of AUCC in the two years of EPF concern). John Doherty and Bruce Tate carried much of the work load for the students.

CAUT planned as its first step in the campaign to get information out to the public and our members about the possibility of the cutbacks; then to put pressure on the public servants and politicians about the extremely harmful effects of the cutbacks and to mobilize public pressure. CAUT generated a steady stream of press releases and letters to members of parliament and public servants, along with personal face to face contact. It also began a series of meetings with the press to inform its members about EPF, the federal actions and the potential impact on universities. Among the reporters met were: Geoffrey Stevens (now national editor of the Globe and Mail), Richard Gwyn, Michael Valpy, Jack Webster and numerous local press members. This resulted in many stories on television, radio and the papers, including a recent major article in MacLeans magazine.

In conjunction with the Institute for Policy Analysis, CAUT organized a conference on the funding of universities. Premier Hatfield, the Saskatchewan Minister of Education, Douglas McArthur, and Gordon Robertson (former Clerk of the Privy Council) were among those participating. The proceedings were published in book form. Dr. David Nowlan, currently Vice-President for Research and Planning of the University of Toronto, handled the planning and co-ordination with CAUT for the institute. CAUT, AUCC and CFS called for careful study before any action by the federal government.

In response to this and demands from the opposition parties in the House of Commons, the federal government established a parliamentary task-force to study EPF and the whole question of federal-provincial fiscal arrangements. CAUT testified before the committee May 11, 1981. The report (called the Breau report after the person chairing) reported in September 1981 and supported most of CAUT's positions:

a. it stated that there is no fat in the system;
b. it stressed the importance of higher education;
c. it stated further cuts would be cuts into bone and sinew;
d. it emphasized that there should be no major changes without careful study

As it became clear that the federal budget would come out in early fall 1981, CAUT increased its campaign with special targetting on Liberal MP's and the cabinet. The annual lobby by the Canadian Federation of Biological Societies, which was supported by CAUT, centred on EPF and the impact of the cuts on research. This lobby saw some 70 members including Ms. Bégin, Minister of Health and Welfare. The CFBS lobby was organized by Dr. Robert Willes, CFBS.

But whatever CAUT was able to do at the national level was more than matched by the local and provincial associations. OCUFA, NSCUFA, FNBFA, as well as other provincial and local associations, kept up a steady stream of letters, telegrams, phone calls and meetings with MP's and the federal cabinet. Many local associations, including the University of New Brunswick and Memorial, testified before the Breau committee. NSCUFA met with Mr. MacEachen and put pressure on the new Secretary of State and former Premier of Nova Scotia, Gerald Regan. The University of Toronto Faculty Association organized a meeting between the university community and the members of parliament representing Toronto ridings. OCUFA started a major campaign on the Ontario campuses to get their individual members to write to both levels of government. CAUT and local and provincial associations sought out allies among business and labour groups, particularly Boards of Trade. CUPE and CUPE locals also testified before the Breau committee. Many local faculty associations got their city councils to pass resolutions opposing the federal cuts and supporting universities (Toronto, Kingston, Sudbury, Saskatoon and Fredericton were just a few of the cities). The University of Manitoba had a press release distributed the day Madam Bégin was on campus to open a new medical building. The Western Regional meeting passed a number of resolutions calling on Western representatives in the Liberal government to oppose the cutbacks or to resign if the cuts went through. There were teach-ins held in Regina and Saskatoon at which Dr. Donald Savage was a major speaker.

In all these actions, FAPUQ was most cooperative. FAPUQ contributed money towards the lobby. Marie-Andree Bertrand attended a meeting with a senior federal official. CAUT had close and continuing contacts with Hubert Stéphenne, Directeur Général of FAPUQ and FAPUQ supported in writing various letters sent by CAUT to the federal officials and by lobbying Quebec MP's.

The funding to allow CAUT to carry out the extensive lobby came through a special voluntary levy which raised over $30,000. The lobbying has been headed up by CAUT's past president Israel Unger. Dr. Unger has visited campuses across the country to inform the university community and the press on issues relating to EPF. He continued to lead on the EPF lobby even after his term as President of CAUT had ended.

The lobbying effort was successful in two major areas: first, the minister did not touch the post-secondary transfers; second, EPF was extended for one year and further study will be done. In addition, Mr. MacEachen went out of his way in the budget speech to say he was not cutting post-secondary education. This clearly shows the effectiveness of the lobbying campaign.

But most important is the fact that the battle is far, far from over. There are problems in explaining to the public and the press just what happened and did not happen in the budget. Pressure must be placed on provincial governments to discourage them from using the budget as an excuse for any cutting in higher education. It is extremely important that the university community be centrally involved in the upcoming negotiations and consultations about any changes to the system.

The central problem facing universities is underfunding. The politicians must use these negotiations to explore means of adequately funding universities so that they can fulfill their mandate to the Canadian people. This will certainly mean that both levels of government will have to substantially raise their contributions. The struggle continues and will continue for the next year and a half. During this period major decisions will be made concerning the future of higher education in Canada. The same determined effort that successfully influenced the 1981 budget will be needed if final victory is to be achieved.

E. P. F. -- THE STUDENT'S VIEW

BY BRUCE TATE

The clock has been stopped on major federal funding cuts to post-secondary education. Though it is likely that the provincial governments will react to the ending of compensation for the revenue guarantee by moving towards minor cuts in funding for colleges and universities, the post-secondary community has won a temporary reprieve from reductions which would have devastated the system.

Students have worked together in the past to present their views on the financing of education, but it was clearly the unique combination of two events which caused students to organize and act to the extent which has been witnessed so far this year.

The formation of a new national student movement and organization, the Canadian Federation of Students, provided students across the country with a great deal of energy, committment and a renewed sense of unity. Bringing the national and provincial organizations into one unit solidified the sense that students, whether at St. Mary's or Lethbridge, were not working alone. The new organization has allowed for a greater development of alliance building, especially with faculty and staff, though at many campuses these potential alliances have yet to recognize the necessity for unified action. This past year the national office has met regularly with the staff of CAUT, as well as CUPE and other national organizations.

The second event was the announcement of the proposed cuts. Students at the local level were fairly well informed as to the implications of cuts of that magnitude. Anti-cutbacks committees were organized, work was done informing communities of the effects of post-secondary education cuts on the local economies, and on-campus common fronts were formed with faculty and staff.

At the provincial level students acted together in a variety of ways to voice opposition to the proposed cuts. In the Atlantic provinces on September 30th, students marched in all four capitals to protest the cuts and ensure that the public and government were well aware of the mass opposition to the proposal. Each of the marches signified the largest gathering of students in recent history in those areas.

In Quebec, between 75,000 and 100,000 francophone students marched out of their CEGEPs and universities to protest funding reductions.

Ontario held a day of action on October 29. Students occupied their libraries, held rallies with student leaders, members of faculty and staff, community representatives and federal opposition MPs. Two thousand protestors marched on Parliament in Ottawa, 3,000 demonstrated in London and students protested with marches in several communities including Kingston, Windsor and Sault Ste. Marie. In Toronto, 2,000 students attended a mock wedding between Davis and Trudeau at Queen's Park. Wedding gifts included items such as outdated engineering equipment.

Teach-ins were held in Saskatchewan to inform students and the public about the issue. At the University of Saskatchewan, 1,000 students turned out to workshops to learn about the proposals and how to act against them. At Regina, an anti-cutbacks conference was held to solidify local alliances between students, staff and faculty, as well as health groups and labour organizations.

In Alberta, students picketed Allan MacEachen in Calgary and Edmonton at the end of October. They held a lobby day on November 9 at the provincial legislature to demonstrate that the education community is not willing to let the provinces decrease funding.

At the national level, our initial input was through a letter to the PM. Both CAUT and AUCC sent letters at the same time. After presenting our submission to the Task Force on Fiscal Arrangements, the national organization began lobbying government and opposition MP's to bring attention to the serious nature of MacEachen's proposals. This culminated in the CFS/FCE lobby day at Parliament Hill on October 19, the final day of the founding conference.

Close to 200 student leaders, wearing academic caps and gowns and badges entitled "Endangered Species", descended on the parliament buildings. They participated in pre-arranged meetings with MP's from their respective regions. Several opposition MP's subsequently raised questions in the House and Liberal backbenchers promised to, and in fact did, write letters to MacEachen opposing the cutbacks.

During the session that day, Bill Blaikie, who sat on the Task Force on Fiscal Arrangements, presented petitions to the federal government, totalling 30,000 student signatures. The demands of the petition included an all-grants student aid plan and an end to the proposed cuts.

We consider the November 12 budget a temporary victory for the post-secondary education community. CFS/FCE does not believe the provincial governments will attempt to unduly restrict funds slated for education within their own budgets at this time, as this would be politically dangerous as they move into negotiations with the federal government. However, students are concerned that the provincial governments will try to move ahead with major tuition increases, which would clearly signal a giant step backwards in their eft' claimed committment to an accessible system. We hope that the faculty and staff join students in this and other issues as we fight for a quality and accessible education.

The extended time frame for the federal-provincial negotiations is likely in part due to the government's hope that public opposition dies down. It is clear from the budget that the federal government still intends to make substantial savings in the area of post-secondary education. Students are committed to continuing to oppose any reduction in funding.

On November 23, students from the Students' Union of Nova Scotia will be holding a press conference and a media-attracting event at the Federal/Provincial Finance Minister's meeting in Halifax to make it clear that both levels of government have a responsibility in providing a quality and accessible education.

Students in British Columbia will be holding a day of action to

protest any move on the part of the provincial government to reduce funding.

Anglophone students in Quebec will be marching out of their institutions on November 20 to protest provincial reductions in funding. In Alberta, on November 26, the Federation of Alberta Students will hold a provincial day of action.

This year will be crucial in fighting to defend post-secondary education. Student leaders will continue to show public opposition, build alliances with faculty and staff, and carry out further research into the effects of funding reductions.

INTERVIEW -- GERALD REGAN, SECRETARY OF STATE

On November 16, 1981 the CAUT Bulletin conducted an interview with the Secretary of State, Gerald Regan, on the impact of the federal budget on post-secondary education. Mr. Regan will be handling much of the upcoming negotiations for the federal government on the new system of higher education. He is a former premier of Nova Scotia and also has responsibility for Fitness and Amateur Sports. Following are excerpts from the interview.

CAUT Bulletin: Mr. Crosby, in the House, put a question to the Finance Minister suggesting that the cut in the revenue guarantee was a back door cut of medicare and post-secondary education and I wondered whether you care to comment.

Mr. Regan: Yes, I certainly would. Mr. MacEachen said specifically in his comments that there would be no cut in post secondary education or in health care. The amounts of money that are transferred to the provinces for those purposes will continue to be transferred. The revenue guarantee is something else entirely. There are, as you know, very substantial transfers from the Federal Government to the provinces besides those funds that are used for health and post-secondary education.

At their conference, they produced statistics showing the amount of money being transferred under the Established Programs Financing Act for health and for education and X'ed out the revenue guarantee as not being applicable. So, when any province says that the budget will affect the financing of post-secondary education they are incorrect with reference to the dollars being transferred from the Government of Canada. They may be setting the stage to diminish their own effort but unfortunately most of the provinces have been diminishing their effort so that the percentage of the cost of post secondary education that they pay year by year has gone down. In Ontario the share has gone down from something like 35% to 21% over the years since 1974. In addition, we have served notice that we will be sitting down and negotiating with the provinces separately the financing of post-secondary education and that that agreement must be in place by the 1st of April 1983, which is a year from next April. When I negotiate that, it will clearly show, in no uncertain terms, dollars that are earmarked for education and only education. Any opportunity for disguise or a screen or a pretense that dollars being allocated for education are diminished will disappear because we will be transferring X dollars and they will not be less.

CAUT Bulletin: Does that mean the end of general transfers to the provinces for post-secondary education?

Mr. Regan: I don't say that it means the end of general transfers. I'm not sure that every dollar that we transfer to the provinces can be tagged for a particular university or a particular type of course, but I certainly will want to be satisfied that the percent of the cost of post-secondary education that is being paid for by the Federal government and the particular programs supported, in any special way, are clearly labelled as such and clearly known.

CAUT Bulletin: We believe that there is an underfunding crisis in the universities and that what the negotiations should be addressing is how this is to be solved, how much each level of government should support, and what they should support. What we are fearful of is that the negotiations will become a kind of competitive cost cutting exercise and that both sides will blame the other and reduce their contributions to universities accordingly thereby making the underfunding crisis worse.

Mr. Regan: Well, I guess when there are negotiations that affect vital financing in such a way, there are bound to be fears. The only thing I can say in that regard is that I do not approach the negotiations from the point of view of attempting to lessen the dollars the federal government contributes. I approach it from the point of view of ways in which I can encourage the provinces to meet their responsibilities as only a very, very few are. I also seek ways to improve the efficiency in the use of the money. And really beyond that, until you get into negotiations, you don't know what is going to be the thinking on the other side of the table. But I would like to be associated with efforts to improve the quality and accessibility of post-secondary education and that will be my goal in the negotiations.

CAUT Bulletin: What role do you see for the university community in these negotiations? I might preface that question by saying that in the past the university community has felt frozen out of negotiations which significantly affect its future, as seen in 1976/77.

Mr. Regan: Well, I can't of course speak for the provinces with their jurisdiction over education. They have in many instances been reticent to see the Federal Government dealing directly with the universities. Nevertheless there is a substantial history in certain types of projects and in certain types of funding involving a direct relationship between the Government of Canada and the universities. Without talking with the provinces I wouldn't want to make any comment on what direct role the universities could or could not have in the negotiations. But I have every intention of not only meeting but spending a very considerable amount of time with university presidents, with representatives of faculty and with representatives of student organizations across the country in the coming months as part of my educational process, and it is part of the process of determining what my negotiation stance should be on a variety of matters. There will certainly be a very considerable input of the views of the university community, but whether they can sit at the table in negotiations is something about which I couldn't even have the vaguest comment at this time.

CAUT Bulletin: One last question. The budget papers and some of the rhetoric around the budget seems to suggest that the federal government has an almost exclusive interest in the universities as vocational training grounds. Will the federal government be approaching the principal governments in that spirit or in the spirit that there are a variety of missions for the university?

Mr. Regan: I think that it must be clear that manpower objectives are a concern of the department of Employment and Immigration in particular and they have provided a substantial amount of money towards community colleges and in some instances universities aimed at that goal -- that is their preoccupation. While we are certainly interested in people being able to utilize the knowledge that they acquire at universities in direct and indirect manners, the question of trades training is not the preoccupation of Secretary of State where the vast portion of the money transferred to the provinces for universities is decided or handled. My concern is much broader, my concern is that we have a first class university and a first class post-secondary system and I have always contended that the liberal arts, by broadening the base of educated people in the country has contributed to the wealth of the country and to the ability of the people to progress and to perform. I always use the example of the amount of technological change and progress in the standard of living that has occurred in the USA in this century which has been attributable I think to the fact that they have a higher percentage of university graduates by far than any other country. So I think the continuation of all aspects of university life is very, very important.

Educational reform: the perpetual dream

by Andrew P. Lyons

The Perpetual Dream: Reform and Experiment in the American College by Gerald Grant and David Riesman, University of Chicago Press, Chicago and London, 1978. 474 pages.

Although this exhaustive volume examines only those educational reforms and experiments which have taken place in universities in the U.S.A., it should be read by faculty, administrators and students in Canada.

Educators, like other reformers in the United States, often seem to assume that superficial experiments will effect instantaneous cultural changes. Precisely because they seem unaware that the university is a product of society rather than its creator, they may quickly become disappointed when their efforts fail to produce utopia, whether inside or without the ivory tower. Riesman and Grant are well aware of the illusion of the "perpetual dream", but they continue to believe in it, albeit they are sceptical of some of the excesses to which it has led.

As the dust jacket informs us, Riesman and Grant, "identify two general types of changes that are typical". The first are the "telic" reforms, which involve the moulding of curriculum, social relations and administrative structure in the college so as to accord with one transcendent educational goal. The second type consists of the "popular" reforms, which are or were less systematic, being often a hodgepodge based on a variety of telic reforms. In many cases, these latter were enacted in public and private universities in response to the pressures of the student movement of the sixties. Riesman and Grant interviewed students, administrators and faculty at scores of institutions, and have written ethnographic descriptions of six of them.

The authors group the telic reforms into four ideal types, 'neoclassical' (St. John's College), 'communal-expressive' (Kresge College of Santa Cruz), 'aesthetic-expressive' (the former Black Mountain College) and 'activist-radical' (the College for Human Services in New York City). The usefulness of this neo-Weberian typology is demonstrated by the clarity of description in the chapters on St. John's, Kresge and the College of Human Services.

The famous Great Books curriculum of St. John's is reproduced in a table at the end of the book. Clearly Riesman and Grant feel the allure of a curriculum which seeks to create a modern class of Platonic guardians, at home both in the laboratory and the library. However, the curriculum, as they note, excludes sociology, anthropology and much of psychology, subjects which have never been much in vogue among the educational far right, and the authors quite rightly do not think their own discipline (sociology) irrelevant.

The description of Kresge College contains some delicious vignettes. The founders of Kresge were much influenced by Carl Rogers and by Esalen. Consequently, the college was subdivided into artificial "kinship groups". Successful "T-grouping" was the aim of each kinship group. At a Kresge graduation, a faculty member entered a room, bearing a seashell, and delivered a discourse on the mystical properties of this object, which was then passed around a circle of students, who uttered appropriate or inappropriate comments. A girl in jeans declared: "I just want to say in true T-Group fashion I'm all warm, I'm all excited, I'm all sad and I love you guys a real lot (p. 121)". The description of the College for Human Services, an admirable institution which endeavours to take people out of the New York ghetto and train them as hospital aids and teacher aids, etc., is surely compulsory reading for social workers and human service workers.

Riesman and Grant rightly observe that there are strong similarities between all institutions practising telic reforms, however different their ideologies may be. All insist on an intense degree of student-faculty interaction, reject the traditional department structure, and, somewhat disturbingly, do not spend enough time teaching their students to write.

The University of California at Santa Cruz, Ramapo and Stockton State Colleges in New Jersey, New College in Sarasota, Florida (now part of the University of South Florida) are institutions in which a number of "popular" reforms have been implemented. The success of such institutions is varied. The lack of a defined goal (or telos) in many of them has been a clear weakness.

Santa Cruz was and, to some extent, still remains a unique experiment. Its founders envisioned a mode of higher education which would not be hampered by departmental impediments. Santa Cruz consists of six "cluster" colleges, each of which has its own student community, individual ethos and its own academic focus, which was reflected in the six original core programs. One college, Crown, offered a curriculum on "Science, Culture and Man." Another, Merrill, specialized in the study of the Third World. The telic experiment at Kresge has already been discussed. By the mid-seventies, the core programs had been attentuated or even eliminated. The traditional department structure of North American colleges was re-emerging.

Riesman and Grant feel that, whatever its shortcomings, the Santa Cruz experiment may provide a model for reform in higher education. It appears to be the basis of the "Modest Proposal" in their last chapter. Core programs which provide students with direction are superior to the elective system, which often produces students who know a lot about a limited number of things, but lack a good general education. The authors also like the system of cluster colleges.

Hopefully, it will not appear ungenerous to criticize the authors for some of the deficiencies in their approach. As we have already indicated, they sometimes seem to treat the academy as though it were a social isolate, whose internal dynamic is produced by a peculiar history in which the outside world plays only a small role. Similarly, they do not attempt systematically to examine the role played by social class in American higher education. Given that the authors are prominent sociologists (Riesman is the author of *The Lonely Crowd*), these are strange errors indeed.

Occasionally, a strong political bias creeps into their writing. The New Left in the universities is blamed for the defeat of Humphrey and the prolongation of the Vietnam War (p. 185). Like many liberal academics, they were perturbed by the shifting of cultural fashion in the sixties, and that perturbation sometimes undermines the purposes of their liberal scholarship, namely objectivity and the distinguishing of fact from value.

Cavils aside, this is a fine book. Has it any meaning for Canadian academics? Most certainly it has. Canadian universities are perhaps more traditional than their American counterparts, and very few of them are private institutions. Riesman and Grant suggest that major universities, particularly public ones are rarely the scene of sweeping curricular reforms (pp. 291, 292). Experiments in the Canadian system, such as Toronto's Rochdale College, have, in general, been few and short-lived.

In Canada the student may still have to complete distribution requirements, and usually will have less freedom to chart his/her own course than the student in the United States. Given that Canadian graduates are probably more literate than their counterparts in all but the best American universities, some may question the need for change. They would be wrong. At the moment, undergraduates must too often choose between an old-fashioned training in a single academic discipline, designed to prepare them for increasingly scarce jobs in the teaching professions, or a new-fangled vocational training for life either in the business world or the technocracy.

The virtues of a liberal arts education are in theory acknowledged; in reality, it is possible that they may pass into obloquy. Ironically, the introduction of some more imaginative interdisciplinary core programs (à la Santa Cruz) might well prove to be the best academic and vocational training of all. It could be the universities' best weapon in an era of public scepticism and government underfunding.

Andrew Lyons is Assistant Professor of Anthropology at Wilfrid Laurier University.

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The Confederation of Alberta Faculty Associations seeks a Government Relations Officer to conduct research, to provide advice, and to represent the Confederation in its relations with governments.

The Officer will be responsible for developing and maintaining current information which would govern policy decisions and the activities of the CAFA Council and will be responsible for maintaining liaison with representatives of government.

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Consensus more dangerous than conflict

by Richard Vanderberg

Conflict and Consensus in Higher Education by Sinclair Goodlad, London: Hoddler and Stoughton, 1976.

Universities have been the subject of many books and even more articles. Most of those publications have not dealt with the university as an institution, and its role in society. The purpose of this book is to examine the university as an institution. In so doing Sinclair Goodlad raises some fundamental questions and renders a service both to those within universities and to society at large.

The centralizing concept of the book is authority. A major theme throughout the book is conflict which is to be found in many, if not most, aspects of higher education. Four different areas of conflict are identified: (1) goals of education, (2) between different disciplines, (3) between "objective" knowledge and "subjective" knowledge, and (4) between personal commitment and institutional detachment.

The author's basic assumption is clearly stated in the first chapter: "If the idea of a university, or any other educating institution, is to have continuity, the basis of its authority must be clearly understood and agreed to. But the steady drip of administrative exigencies can erode the shape of an institution beyond recognition just as surely as can compromise with fanaticism. In fact, for the university in a plural society, consensus may be more dangerous than conflict."

Conflict and Consensus in Higher Education is in many ways a work of philosophy. Chapter 2, for example, is concerned with the goals of higher education in a plural society. After identifying four goals of higher education, those goals are then analysed in terms of teaching responsibility, the issue of ideological neutrality, and the interplay of public and private goals.

Goodlad is not hesitant to pose difficult questions such as, "Can a plural society be said to have a common culture?" and "...if it has, what aspects of that culture should be preserved in education?" The problem is that, in a plural society, on whose authority is the cultural setting defined? The basic difficulty of the questions does not prevent the author from answering them. For example: "The relationship between higher education and society as a whole is, in fact, unstable and paradoxical. Higher education is no longer the prerogative of a social elite, and is decreasingly that of an intellectual one. It is simultaneously demanded and

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ANNUAL REPORT 1980-81

Academic Freedom and Tenure Committee

Fair procedures for making academic status decisions in Canadian universities are now widely available and this must be counted as a clear success for CAUT. It is, moreover, undoubtedly true that a large number of grievance cases are now being handled and resolved under collective agreements and improved faculty handbooks. Nonetheless, the grievances of individual faculty members continue to make up the largest portion of the workload of the Academic Freedom and Tenure Committee. The substantial number of cases which continue to come before the Committee are often more complicated than formerly and, for that reason, more difficult to resolve satisfactorily. They frequently have a component which suggests the possibility of successful legal action to secure a remedy. The Committee has provided financial support for three such cases this year.

One legal action now in progress is of particular importance. It is anticipated by the Committee that funds will be provided to assist with the costs of the Paine case at the University of Toronto. The important finding of an Ontario court that Professor Paine unfairly had been denied tenure has been appealed by the University of Toronto. The court ruling that administrative law remedies apply in such cases and that natural justice must be observed in tenure procedures is of vital importance and the result of the appeal will be awaited with interest across the country.

The funds available for such legal actions are extremely limited. It seems to the Committee to be a matter of high priority for the Association to determine how increasingly expensive arbitrations and court actions will be funded. The Committee is pleased to learn that the Board will be addressing this problem in June when it discusses the priorities of CAUT in the 1980's.

The Committee is pleased that it does not find it necessary to bring a recommendation for the imposition or upgrading of a censure to Council this year but is disappointed not to be able to recommend that any of the three existing censures be lifted. There has been some progress. Professor John Goodfellow has negotiated a satisfactory financial settlement of the grievance relating to the termination of his tenured appointment at the Technical University of Nova Scotia without a fair hearing. The University administration has asked that censure be lifted. The entirely inadequate dismissal procedures at TUNS have, however, not yet been improved and negotiations on a first collective agreement are still in progress. The Committee, therefore, is recommending that Council authorize a mail ballot to lift censure if the administration adopts acceptable dismissal procedures as University policy in 1981-82 or if such procedures are negotiated as part of the collective agreement.

It had been hoped that discussions with Dr. Leslie Harris, the newly appointed President of Memorial University of Newfoundland, would result in progress toward the removal of the third stage of censure at the University. This has not proved to be the case. The serious denial of academic freedom to Professor Marlene Webber remains and the Committee judges that censure at the third stage must remain in effect.

The Committee must make a similarly negative report about the censure at the University of Calgary. There has been no progress toward the resolution of the dispute with that university arising out of the termination of the appointment of Dr. George Abouna. Indeed, during 1980-81 no opportunities for discussion with the administration or Board of Governors have presented themselves.

The Committee brought a recommendation to the 1980 Council that the first stage of censure be imposed on the President and Board of Governors of Nipissing University College because of the manner in which the College terminated the appointment of Dr. Patricia Hughes. On the basis of discussion with College officials at the 1980 Council it seemed likely that a negotiated settlement could be obtained. As a result Council deferred a decision to impose censure and authorized a mail ballot on this question to be held, if necessary, during 1980-81. Progress has been glacially slow. However, a settlement involving a financial award to Dr. Hughes has finally been negotiated and censure will not now be necessary.

Of the 41 individual cases before the Committee in 1980-81, 26 were carried over from the previous year and 15 were new cases. As in other years, a large proportion of the cases concern denial of tenure or non-renewal of probationary appointments. Nineteen cases fall into this category. One particularly disappointing denial of tenure case which it was not possible to resolve satisfactorily is drawn to the attention of Council as an appendix to this report. There were four cases arising out of the non-renewal of limited term appointments, four arising out of denial of promotion, four cases of dismissal or threatened dismissal, and nine miscellaneous cases. Six of the cases handled during the year were brought to a satisfactory conclusion. In several others, either the Committee decided to discontinue the case or it was withdrawn by the faculty member concerned.

A number of matters have come before the Committee this year which merit comment. A widely publicized case in which it is alleged that the CAUT guidelines on the appointment of qualified Canadians have been breached and that there was bias or discrimination in the appointment process has required the Committee to consider the procedures which should be used by universities in considering applications for faculty appointments. The Committee referred this matter to the Board since it has not in the past become involved in such grievances. At its March meeting, the CAUT Board agreed that the Academic Freedom and Tenure Committee should have initial jurisdiction in these cases but asked that, if a fact-finding commission is to be appointed, the Board be consulted. A committee to consider these issues in the context of the particular case will be appointed shortly, and the AF&T Committee expects to bring recommendations to the Board and Council in 1982 covering the application of CAUT standards of fairness to applicants for positions in the universities.

During the year the Committee reviewed its guidelines on the procedures used by independent committees of inquiry appointed from time to time to consider contentious cases. It seemed appropriate to do so in view of occasional criticisms that committees of inquiry are not always dealt with at arm's length by the AF&T Committee or are not sufficiently sensitive to issues within particular universities. The Committee concluded that no major changes in the guidelines are required but acknowledged that it would be appropriate to advise committees of inquiry to use discretion in commenting on attitudes or traditions within a particular university which do not have significance in the case or cases under investigation.

A number of minor amendments to the Policy Statement on Academic Appointments and Tenure are coming before Council this year. These are designed to clarify the intent of the policy statement to require a binding arbitration or appeal procedure when decisions on renewal of probationary appointments are made.

Other issues presently before the Committee will be reported in greater detail to Council in 1982. The Committee will be assessing shortly whether it would be appropriate to recommend that CAUT develop a position on the uses to which Social Insurance Numbers may be put. It will be considering whether, in association with the Status of Women Committee, an affirmative action policy should be developed to ensure that appointments of women to academic positions and to senior administrative positions within the universities is fully adequate.

The Committee expects soon to have available for the consideration of Board and Council procedures to be used within universities when academic status decisions are made which affect faculty members who hold appointments jointly in a University and a related institution (for example, a teaching hospital). The absence of procedures in this area was an important factor in the case of Dr. George Abouna whose appointment termination led directly to censure at the University of Calgary.

The Committee is also considering appropriate procedures to be used in the cases of faculty members who hold appointments in more than one academic unit *within* a university. Finally, the Committee will be considering in the coming year the need for procedures designed to ensure fairness toward faculty members who in the view of a university (but not the faculty member) must be placed on long-term disability.

All continuing members of the Committee wish to express appreciation to those members who are completing terms of service this year. Professor Kaye Kerr (Winnipeg), Bill Hine (York), Alain Prujiner (Laval) and Jack Ginsburg (St. Mary's) deserve the thanks of their colleagues across the country for the important contribution they have made to the protection of academic freedom in Canada.

APPENDIX

The case of Professor Herb Shank, Faculty of Mathematics, University of Waterloo

During the year just completed the Academic Freedom and Tenure Committee was unable to resolve satisfactorily a particularly difficult case of denial of tenure in the Faculty of Mathematics at the University of Waterloo. The Committee, as it does from time to time, wishes to draw the case to the attention of Council to remind it that University administrations often resist reasonable proposals for the resolution of grievances even after there has been careful demonstration, through the reports of committees of inquiry, that an injustice has been done.

Professor Herb Shank, a member of the Department of Combinatorics and Optimization of the Faculty of Mathematics was considered for tenure in 1976-77 following a six year probationary appointment at the University. He was recommended for tenure by his Department but was advised in January, 1977 that the Faculty Tenure Committee was tending toward a negative recommendation because of student complaints about his teaching and a view that the high quality of his published work did not offset limited research output.

Professor Shank had been aware that student complaints in February, 1975 in one section of a linear algebra course had been received by the Dean as a result of conversations Shank had with the Associate Dean. He had not been able to obtain a copy of the complaints which the students had made in writing and had not thus had an opportunity to adequately respond to them. He had discussed the complaints with the class in question and concluded that there were discrepancies between the nature of the complaints as revealed by the Associate Dean and the nature of the complaints as he understood them following discussion with the students.

In May 1975, the Dean had provided Professor Shank with an anonymous damaging report on the student complaints prepared by one of Professor Shank's colleagues. It was not clear which of many seriously critical comments contained in the report were drawn from the student complaints and which were those of the faculty member who prepared it (who had never attended one of Professor Shank's lectures). A number of students in the class made efforts to indicate that it had not been intended that the complaints would play a critical role in Professor Shank's evaluation for tenure.

Professor Shank did not anticipate that various documents relating to the 1975 student criticism would be included in his personnel file and would be provided to the Faculty Tenure Committee when it considered his case. He did not receive full documentation on the complaints and related events until well after the Tenure Committee had made its negative recommendation for tenure.

In March 1977, the Faculty Tenure Committee recommended against tenure and University President Dr. Burt Matthews accepted the recommendation shortly after. Professor Shank's appeal to the University Tenure Advisory Committee was denied in May 1977, largely on the basis of negative opinion on his teaching.

Though CAUT became aware of the case in the late summer of 1977 the Academic Freedom and Tenure Committee was not formally involved for some time. A full year was taken up in a valiant but unsuccessful effort by Shank and the Waterloo Faculty Association to persuade President Matthews that there was a well-founded grievance against the Dean of the Faculty for the way in which he had handled the student complaints. The procrastination by the Waterloo administration added to the burden of a faculty member whose appointment had already terminated. President Matthews finally denied Shank's grievance though he established a committee in June 1979, to examine the administrative processes in the Faculty of Mathematics. Its mandate did not include authority to recommend reopening the case.

The case was referred to the Academic Freedom and Tenure Committee formally in August 1979 and a committee of inquiry was established in November 1979 when efforts to negotiate a settlement with the University were unsuccessful. The Committee concluded that Professor Shank did not receive a fair tenure hearing. It found that there was little reliable evidence of poor teaching performance and, with the exception of the 1975 complaints, little evidence of a history of student dissatisfaction with Professor Shank's teaching. The committee of inquiry concluded that it had been unfair to place the report on the student complaints in 1975 in Professor Shank's file without his knowledge and without giving him an opportunity to respond to the allegations. The committee report was critical of the role of the Dean in the decision to deny tenure. Finally, the committee of inquiry concluded that the standard used to assess Shank's research performance was at variance with that required by Waterloo faculty policies.

Despite the strong report of the committee of inquiry President Matthews refused to consider a negotiated or arbitrated settlement of the dispute. The Academic Freedom and Tenure Committee, following careful consideration of the limited options available to it, concluded that it must close the case. With the agreement of Professor Shank it was, however, agreed that reference to the case should be included in this annual report.

It is a matter of great regret that President Matthews chose not to recognize the serious injustice which had been done to Professor Shank. It is clear that faculty members should be given an immediate opportunity to respond to student complaints when they are made. Any record of the complaints should be retained in the faculty member's personnel file following investigation only with his or her knowledge, and the faculty member should have an opportunity to record and file his version of the events leading to the complaints. It should also be known to a faculty member what information will be relied upon when subsequent academic status decisions are to be made.

Professor Herb Shank was denied tenure in large part because of an administrative mishandling of the student complaints, unwillingness to provide him with an opportunity to respond to those complaints and unfair reliance on the substance of the complaints in the tenure consideration of 1976-77.

Consensus...p.22

resented. And no one is sure whether its function is primarily adaptive, or innovative and creative."

The chapter closes with the following statement: "The laying bare of crucial options in a context critical and yet permissive, and pointing to uncertainties implicit in the field of learning is... the central task of higher education."

Although this is a relatively small book, it raises many questions which the members of CAUT should ponder, not just because they are part of a university system, but also because there is a growing need for academics to confront the future with all its attendant uncertainties. Such an exercise will not produce certainty, nor should it. As Goodlad concludes, "If everything were known or knowable, there would be no uncertainty... and no conflict. Consensus, however, implies certainty. That is why consensus may be more dangerous to universities than conflict."

This book is highly recommended.

Richard D. Vanderberg is the Executive Secretary of the University of Calgary Faculty Association.

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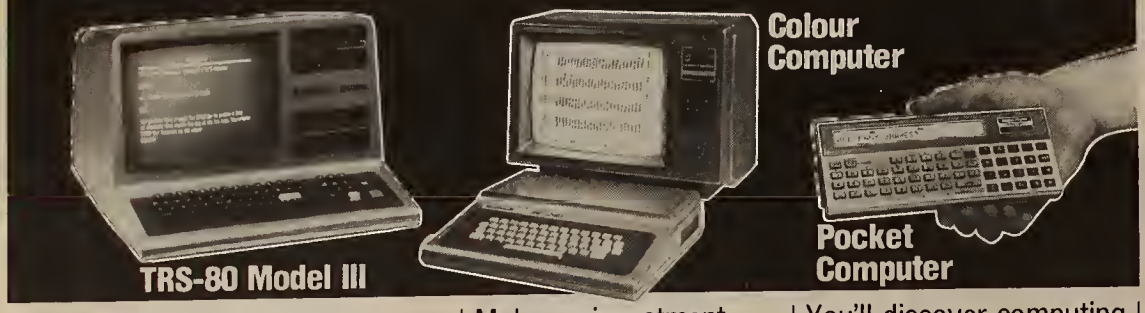

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CAUT Bulletin Advertising Deadlines

February issue — December 18, 1981
April issue — February 26, 1982
May issue — March 26, 1982
June issue — April 30, 1982

New Bulletin Ad Rates

Due to rising costs for printing and paper, the Bulletin will be raising its advertising rates effective January 1, 1982 for all ads intended for inclusion in the February issue. The following rates will apply:

Classified ads: $2.00 per column line
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one sixth $180.00
one eighth $140.00

ADMINISTRATIVE POSITIONS

UNIVERSITY OF GUELPH. Ontario Agricultural College. Department of Animal and Poultry Science. Chairman. Applications are invited for the position of Chairman, Department of Animal and Poultry Science at the University of Guelph; the position is available September 1, 1982 The Department of Animal and Poultry Science is one of nine administrative units in the Ontario Agricultural College, having a close working relationship with these, as well as with departments in the Ontario Veterinary College. It is the largest department within OAC with 40 faculty and professional staff members and 75 other staff members. The undergraduate major in Animal and Poultry Science averages over 100 students each year, and there are currently 48 graduate students enrolled. The department administers major research programs in beef, dairy, poultry and swine. The successful applicant will have background and experience in Animal Science, Poultry Science, or in a closely related field and will have demonstrated qualities of leadership. Experience in teaching and research is desirable. The closing date for applications is January 30, 1982. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference. Only those applicants legally eligible to work in Caneda need apply. Enquiries and applications, which will be treated in confidence, should be addressed to: Dr. Clayton M. Switzer, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval.

UNIVERSITY OF GUELPH. Ontario Agricultural College. Department of Environmental Biology. Chairman. Applications ere invited for the position of Chairman of the Department of Environmental Biology at the University of Guelph, effective July 1, 1982. The Department of Environmental Biology is one of nine administrative units in the Ontario Agricultural College. It has close working relationships with the other units in the College, as well as with various departments in the College of Biological Sciences, and with the Ontario Ministry of Agriculture and Food. The department currently is made up of 30 faculty members and 37 other staff. It is responsible for undergraduate majors in Entomology/Apiculture, Plant Protection, Environmental Biology, and Applied Microbiology. The department has a strong commitment to research and graduate studies at the M.Sc. and Ph.D. levels. Applicants must have a Ph.D. in some field of biological science and an established record of scholarly achievement. The closing date for applications is January 30, 1982. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference purposes. Enquiries and applications, which will be treated in confidence, should be addressed to: The Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. Only persons legally eligible to work in Canada need apply. Appointment is subject to final budgetary approval.

CANADIAN FEDERATION OF BIOLOGICAL SOCIETIES. Position: Chief Science Policy Advisor, CFBS. Location: Ottawa, Ontario. Duties: In cooperation with the Chairman, Science Policy Committee, Canadian Federation of Biological Societies: 1) to make representation to federal and provincial governments and their representatives regarding matters of concern in the areas of legislation affecting scientific research in Canada; 2) to act as liaison between members of constituent Societies and the Science Policy Committee of CFBS; 3) to prepare press releases dealing with science policy in Canada; 4) to prepare and circulate to members of the Science Policy Committee, CFBS, and to representatives of other affiliated bodies reports on Science Policy activities; and 5) to perform other duties as required by the Science Policy Committee, CFBS, and approved by the Board of Directors, CFBS. This is a full time position. Qualifications: Graduation from a recognized university in a field of science, preferably biomedical science; Ph.D. degree desirable, but not essential; experience in dealing with government agencies and in public relations would be an asset; ability to prepare concise and informative press releases and reports dealing with legislation and science policy matters; eligibility for membership in the Canadian Federation of Biological Societies is desirable. Salary: Commensurate with experience and education. Starting Date: January 1, 1982, or as soon thereafter as possible. Please send letter of application, curriculum vitae, salary expected, and names of three referees to: Dr. G. R. F. Davis, Honorary Secretary/Treasurer, Canadian Federation of Biological Societies, Box 498, Sub 6. Saskatoon, Saskatchewan, S7N OWO.

MCGILL UNIVERSITY. Bellairs Research Institute of McGill University. Applications are invited for the position of resident Director of the Bellairs Research Institute of McGill University in Barbados, West Indies. Applicants should have a Ph.D. and an established interest in tropical research. This is a non-tenure track appointment, initially for 3 years from 1 May, 1982, with salary to be negotiated. The institute serves as a year-round research station in e broed range of disciplines for the academic staff and students of McGill, the University of the West Indies, and other universities. Facilities include a seawater system, boats and general laboratory and field equipment. The Director is responsible for the management of the Institute and for supervision and support of station research and teaching projects. Send applications and CV, and arrange to have three letters of reference forwarded, to: Professor John B. Lewis, Director — Redpath Museum, McGill University, 859 Sherbrooke Street West, Montreal, Quebec. H3A 2K6, Canada.

UNIVERSITY OF BRITISH COLUMBIA, Department of Plant Science. Director. Bachelor of Landscape Architecture Programme. Applications are invited for the position of Director, B.L.A. Programme administered within the Department of Plant Science. The position is at the Professor or Associate Professor level, is for a 5-year term and is renewable. Teaching responsibilities include involvement in design studios and other courses. An advanced degree and substantial professional recognition in the field of Landscape Architecture are essential. A background in landscape horticulture would be desirable. The growing 4-year B.L.A. Programme was introduced in 1979 and currently involves five faculty positions with technical and office support. The programme is highly interactive with other programmes in the Department of Plant Science, with the Schools of Architecture and Community and Regional Planning and with the Faculty of Forestry. Potential exists for the introduction of a professional graduate programme; graduate research programmes leading to the M.Sc. and Ph.D. degrees already exist. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Closing Date: December 31 or when position is filled. Salary commensurate with experience. Applications, with resume and the names of three referees should be sent to: Dr. G.W. Eaton, Chairman, Selection Committee (B.L.A. Director), Department of Plant Science, The University of British Columbia, Vancouver, B.C., Canada V6T 2A2.

HUNTSMAN MARINE LABORATORY. Marine Biology. Executive Director, The Huntsman Marine Laboratory, St. Andrews, New Brunswick, EOG 2XO. Applications are invited for the above position. Founded in 1970, the HML is operated by a consortium of universities, government departments

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DIRECTOR

Applications and nominations are invited for the position of Director, School of Computer Science. We are looking for someone with imagination and leadership qualities to direct the development of teaching and research areas. The School has been going through a period of growth. The appointee should have a wide grasp of various aspects of computer science, and be established as a researcher.

Teaching and research interests of the School include database systems, compiler writing, information systems, computer graphics and automata theory.

The appointment will be effective from July 1, 1982. Salary and rank are open. In accordance with Canadian immigration regulations, first consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

Send a detailed curriculum vitae and the names of three references by January 15, 1982 to:

Chairman, Search Committee
School of Computer Science
University of Windsor
Windsor, Ontario
N9B 3P4

Phone: (519) 253-4232 Ext. 730

Memorial University of Newfoundland

CONFERENCE ON ACADEMIC FREEDOM

A group of faculty at Memorial University is organizing a conference on academic freedom, to be held here in late February, 1982. The group would be glad to hear from any member of the academic community who would be interested in participating in the conference.

For further information, please contact Dr. David Thompson, Philosophy Department, Memorial University, St. John's, Newfoundland A1C 5S7. Phone 709-737-8340.

SPORTS ADMINISTRATION PROGRAM

Applications are invited for a position in the Honours Bachelor of Commerce degree program in Sports Administration with responsibilities to include:

- teaching in the aree of the business aspects of the professional sport industry with emphasis on the legal aspects, collective bargaining, player representation, etc.
- Ihe potential exists to also teach in other areas such as Commerce, Physical Education, Law and Justice, etc.

A minimum two-year term appointment is available to either men or women with rank and salary dependent upon qualifications and experience. This appointment subject to budgetary approval.

Starting date — July 1, 1982

Laurentian University is a bilingual institution and bilingual candidates will be given preference. At the present time the program offers courses only in English.

Letters of application should be sent to:

Dr. Robert S. Wanzel, Chairman,
Sports Administration Program,
Laurentian University,
Sudbury, Ontario.
P3E 2C6.

1960-1980

Laurentian University

Sudbury, Ontario

and private sector agencies as a base for research and teaching in the marine sciences. The HML also undertakes contract research in several areas of marine biology. Salary and starting date negotiable, but hopefully the post will be occupied by July 1, 1982. Applicants should submit a curriculum vitae and two letters of reference to Dr. W.C. Leggett, President, The Huntsman Marine Laboratory, St. Andrews, N.B., E0G 2X0.

UNIVERSITY OF ALBERTA. Faculty of Rehebilitation Medicine. Position: Department Chairman for the Department of Speech Pathology and Audiology in the Faculty of Rehabilitation Medicine at the University of Alberta. (Availability of position dependent upon 1982/83 funding). Duties: Duties include administration of the undergraduate and newly approved graduate programs in speech pathology as well as research and teaching in an area of specialization. Appointment to begin July 1, 1982 or sooner. Associate to Full Professor rank. Citizens and permanent residents of Canada will be given preference. Closing date for applications is January 15, 1982. Qualifications: Candidates are expected to hold a Ph.D. degree in Speech Pathology and have proven administrative and research skills. Contact: Send vitae and letters of recommendations to: Frank B. Wilson, Dean, Faculty of Rehabilitation Medicine, 316 Corbett Hall, University of Alberta, Edmonton, Alberta, T6G 2G4. The University of Alberta is an equal opportunity employer.

ACCOUNTING

UNIVERSITY OF MANITOBA. Department of Accounting end Finence. Accounting. Rank open. Doctorate in hand or near completion. Undergraduate and graduate teaching in one or more of the following areas, financial accounting, managerial accounting, information systems, taxation and auditing. Fully competitive and will depend on qualifications. experience and publications record. Dr. John S. McCallum, Acting Head, Department of Accounting and Finance, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Man. R3T 2N2. Starting July 1, 1982. When positions filled. The University encourages both men and women to apply for this position and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

SAINT MARY'S UNIVERSITY. Department of Accounting. A one-year sabbatical leave appointment is available for a teaching position in the undergraduate and/or MBA program. Ph.D. or MBA and professional designation are desirable. This position is open only to Canadian citizens or permanent residents of Canada. Position is for the period commencing September 1, 1982. Please send enquiries and curriculum vitae to: Professor B. Emerson, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

SAINT MARY'S UNIVERSITY. Department of Accounting. Applications are invited for faculty positions to teach in the undergraduate and/or MBA program. Ph.D. or MBA and professional designation are desirable. These positions are open only to Canadian citizens or permanent residents of Canada. Position is for the period commencing September 1, 1982. Please send enquiries and curriculum vitae to: Professor B. Emerson, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

ANATOMY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Anetomy. Anatomist. M.D. or Ph.D. with at least two years' postdoctoral experience in teaching and independent research. Should be able to assist in the teaching of any of the branches of Anatomy to medical and dental students. Appointment will be made at the rank of Assistant Professor. Salary is dependent on qualifications and experience. Apply with curriculum vitae and references before December 31, 1981 to Dr. Charles E. Slonecker, Department of Anatomy, 2177 Wesbrook Mall, The University of British Columbia, Vancouver B.C., Canada, V6T 1W5.

ANTHROPOLOGY

UNIVERSITY OF VICTORIA. Department ot Anthropology. The Department of Anthropology invites applications for an appointment of a Visiting Lecturer from 1 September 1982 to 30 April 1983. Ph.D. preferred. Preference will be given to applicants prepared to teech a third year course in comparative social organization, and/or a fourth year course in research methods and additional courses in the ethnology of either Subsaharan Africa or North America. Applicants should also be prepared to teach introductory cultural and social anthropology. The University will assess applications from other persons. Position availability subject to budgetary approval. Send applications with resume and names of three references to Chairman, Department of Anthropology, University of Victoria, Box 1700, Victoria, B.C. V8W 2Y2. Closing date for receipt of applications is 1 February 1982.

ARCHEOLOGY

SIMON FRASER UNIVERSITY. Department of Archaeology. Archaeologist. Simon Fraser University has a tenure-track position for a zooarchaeologist. Rank of Assistant Professor. Ph.D. required. The successful candidate must show evidence of strong research and teaching abilities. Preference will be given to candidates eligible for employment in Caneda at the time of application. Appointment effective September 1, 1982. Send C.V. and names of three references by January 1, 1982, to: Chairman, Department of Archaeology, Simon Fraser University, Burnaby, B.C., Canada. V5A 1S6.

ROYAL ONTARIO MUSEUM. Department of New World Archaeology. Royal Ontario Museum, Department of New World Archaeology seeks archaeologist for permanent, tenure track position commencing July 1, 1982. Ph.D. and Canadian citizenship or Landed Immigrant status required. Several years of research and administrative experience preferred for Associate level although applications for Assistant and Full Curator levels will be considered. Applicants should have demonstrated research competence in prehistory of northeastern North America, with special interest in Archaic and Woodland (nonIroquoian) cultures. Field research to be centred in Canada. Other responsibilities include administration, management of collections, display work, and public education. Museum experience desirable but not required. Curriculum vitae with references and offprints to: Search Committee, New World Archaeology. Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario M5S 2C6. Closing date for applications: March 1, 1982.

BIOCHEMISTRY

UNIVERSITY OF SASKATCHEWAN. Department of Biochemistry. A 2-year term appointment as Assistant Professor is available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicants must have a Ph.D. and/or M.D. degree. Effective date of appointment is July 1, 1982. Salary will be commensurate with experience and training. Send curriculum vitae and names of three referees to: Dr. J.D. Wood, Head, Department of Biochemistry, University of Seskatchewan, Saskatoon, Sask. Canada S7N 0WO.

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Postdoctoral Research Fellow in the general area of membrane structure and function. This position, available on April 1, 1982, will involve basic research on the role of lipids in biomembranes, particularly physical (calorimetric and NMR) studies of lipid phase behaviour and lipid molecular dynamics and orientation, lipid-protein interactions in model and biomembranes, and the influence of lipids on the activity of membrane-bound enzymes. Candidates should be newly graduated Ph.D's or have had no more than one year of previous postdoctoral training. Salary will be $14,100 per annum for a newly graduated Ph.D. and will increase by 1,000 per annum for each year of postdoctoral experience. Applications, including a detailed curriculum vitae and the names of three references should be sent to: Dr. Ronald N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professional Research Assistant in the general area of membrane structure and function. This position, available on or about January 1, 1982, will involve basic research on the role of lipids in biomembranes, especially physical (calorimetric and NMR) studies of lipid phase behaviour and lipid molecular dynamics and orientation, lipid-protein interactions in model and biomembranes, and the regulation of the activity of membrane-bound enzymes by lipids. Candidates should possess the Ph.D. degree with at least two years of eppropriate postdoctoral experience. Salary will be commensurate with qualifications and experience, starting at $18,400 per annum for someone with two years of postdoctoral experience. Applications, including a detailed curriculum vitae and the names of three references, should be sent to: Dr. Ronald N. McElhaney, Department of Biochemistry, University of Alberta,. Edmonton, Alberta, Canada. T6G 2H7.

BIOLOGY

SIMON FRASER UNIVERSITY. Department of Biologicel Sciences. Population Dynemics. Applications are invited for a tenure-track position as Assistant Professor in Population Biology, with research interests in the dynamics of interspecific interactions (e.g. predator-prey, parasite-host, pathogen-host). The successful applicant will be expected to develop a strong research programme and to teach at both the undergraduate and graduate level, including courses in the Department's Master of Pest Management Programme. Candidates must have a Ph.D. degree, with experience in entomology and/or pest management. Preference will be given to candidates eligible for employment in Canada at the time of application. The position is available from 1 September 1982. The current salary base for the Assistant Professor rank is $25,000/year subject to ratification. Applications should include curriculum vitae, a brief statement of research interests and objectives, and reprints of published research. Applicants should request a confidential assessment of their research and teaching ability from three referees, to be forwarded directly to: Dr. K.K. Nair, Chairman, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Deadline for receipt of applications is 31 December 1981, or until the position is filled.

UNIVERSITY OF SASKATCHEWAN, Department of Biology. Postdoctoral position available for Cell Biologist with strong background in biochemistry to investigate the structure and function ot organelles involved in cell wall formation by plant cells and protoplasts. Some knowledge of plant tissue culture and/or electron microscopy is desirable. The position is available immediately for a one year term (renewable for a second year) at a salary of $15,000.00 to $18,000.00 depending on experience and qualifications. Some travel assistance is available. Interested candidates should send curriculum vitae and 2 letters of recommendation to Dr. L.C. Fowke, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0WO.

BUSINESS ADMINISTRATION

ATHABASCA UNIVERSITY. Business Administration. Athabasca University is now accepting applications in the following areas: Public Admin.; Human Resources Mgmt/Ind. Relations; Financial/Operations Mgmt.; Marketing/Admin. Policy; Accounting/MIS; Org. Behaviour. Some of these positions are for the 1982/83 academic year and subject to budget approval. Successful applicants will participate in the planning, development, production and delivery of home study courses in the B. Admin. Program. Ph.D. or D.B.A. and experience in adult education preferred; consideration will be given to other combinations of formal education and experience. Salary range:

$26,100 to $50,832 p.a., dependent upon qualifications and experience. Résumés to be submitted to: Co-ordinator, Personnel Services, Athabasca University, 12352- 149 Street, Edmonton, Alberta T5V 1G9. Please note that the university will be relocated to the town of Athabasca before the end of 1984. All positions are subject to relocation at that time.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Administration. Business Administration and Commerce. Applications are invited for tenure track or term appointments in all areas. Rank is open; salary is competitive and quality of life is high. Ph.D. or All But Dissertation is necessary for tenure track positions. MBA and CA acceptable for accountancy positions. Appointments effective July 1, 1982, or by mutual agreement earlier or later. Send Curriculum Vitae and names of three referees to Dr. Eric West, Dean, Faculty of Administration, University of New Brunswick, Fredericton, NB, E3B 6E5.

DALHOUSIE UNIVERSITY. School of Business Administration. 3 positions available, 1 tenure-track OB/OT and 2 visiting, non-tenure track in OB/OT or Personnel (1) and IR (1). Employment begins Sept. '82 (Jan. '83 considered for OB/OT and Personnel and Jan. '83 for IR. Rank open, Ph.D. (ABD considered). Salary very competitive. Contact: Dr. R.G. Storey, School of Business Admin., 6152 Coburg Road, Dalhousie University, Halifax, N.S. B3H 1Z5 CANADA (902)-424-7080.

MCMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Management Information Systems, (iv) Marketing, (v) Personnel and Industrial Relations, (vi) Production and/or Management Science. Rank depends on qualifications and experience; preferably at the Assistant or Associate Professor level. Visiting appointment is also possible. Ph.D. or DBA degree is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Information Systems, Production and/or Management Science will be expected to contribute to the Ph.D. program in these areas. Applicants in Marketing will be expected to teach courses in Introductory Marketing, Communications, Distribution and/or Industrial Marketing. Applicants in the field of Personnel and Industrial Relations with teaching proficiency in both areas will be given preference. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; January 1 or July 1, 1982 are preferred. Only those legally entitled to work in Canada will be considered for this position. Application date closes when position is filled. Applications should be sent to Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

ST. FRANCIS XAVIER UNIVERSITY. Department of Business Administration. Applications are invited for several faculty positions in the Department of Business Administration for the 1982/83 academic year. Responsibilities include undergraduate teaching and research. Positions are available in the following areas: Marketing, Finance, Organizational Behaviour, and Policy. The ability to teach in more than one area is desirable. Ph.D. or Ph.D. candidate preferred. M.B.A.'s with work experience will be considered. Rank and salary will be dependent upon qualifications and experience. Interested candidates should forward a curriculum vitae to: Leo T. Gallant, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

BISHOP'S UNIVERSITY. Business Administration. Applications are invited for a tenure-stream appointment in finance and/or accounting, rank open, for July 1, 1982. The appointment is subject to the completion of funding arrangements. Applicants should hold the Ph.D. degree or the M.B.A. and have relevant work experience. The successful candidate will teach undergraduate courses in finance and/or accounting. The salary scales at Bishop's University are highly competitive. Please submit applications with curriculum vitae and the names of three referees to Dr. K.J. Kueppar, Dean of the Faculty, Bishop's University, Lennoxville, Québec, J1M 1Z7.

THE UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research interests in: accounting, management information systems, finance, management science, marketing, business policy, industrial and legal relations. Ph.D. or equivalent is required. Salary and rank dependent on qualifications. Canadian citizens and permanent residents will be given preference. Appointments normally effective July 1st. Send resume to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

MCGILL UNIVERSITY. Business Administration. Assistant Professor and Beginning Associate Professor in such functional specialties as Accounting, Finance, Marketing, International Business, Policy, Systems and Computers, Management Science, Organizational Behaviour and Industrial Relations. Ph.D. and interest in both teaching and research. A past publication record essential for appointment at the Associate Professor level. Teaching at the B. Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. Salaries competitive with those paid in comparable institutions. Reply to Dr. Laurent Picard, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, H3A 1G5. Effective date of appointment — August 1, 1982. Closing date to receive applications — December 31, 1981.

QUEEN'S UNIVERSITY. Business Administration and Commerce. Applications are being accepted for tenure-track and/or visiting faculty positions in Accounting, Finance and Marketing. Teaching will be at the B.Com., MBA and Ph.D. levels. Completed Ph.D. is strongly preferred. Rank and salary are open. Positions are open to both male and female applicants. Send resume to: Dr. H.O. Heimers, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

CHEMISTRY

UNIVERSITY OF TORONTO. Department of Chemistry. Post-Doctoral Fellow/Reseach Associate. January 1982. Post-Doctoral Fellow up to Can$ 16,300 or, for qualified applicants, Research Associate, Can$ 18,000 and up with possibility of continuing appointment. Structure analysis for busy department plus opportunities to develop own research interests. Applicants who applied for an earlier vacancy and who are still interested, need send only their names and any significant changes in c.v. Professor S.C. Nyburg, Department of Chemistry, University of Toronto, Toronto, M5S 1A1, Canada.

UNIVERSITY OF ALBERTA. Department of Chemistry. Continuing Research Associate in Chemistry. Applications are invited for a continuing Research Associate position in Bioanalytical Chemistry. The applicant must have a Ph.D. degree and published research experience in the application of high field NMR to studies of peptides, proteins and cellular systems. Evidence of successful postdoctoral experience and supervisory experience with technicians is required. The initial salary will ba at the rate of $16,000.00 a year. Completed applications with a list of publications and two letters of recommendation must be received by February 15, 1982. Respond to: Professor D.L. Rabenstein, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chamical Engineering. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields of chemistry and chemical engineering: — Theory of conformational changes and chemical reactions, energy hyper-surfaces, quantum chemistry of biomolecules, photochemistry, and radiation chemistry of transition metal complexas and high pressure chemistry, laser photochemistry, photophysics and spectroscopy, organometallic chemistry, organic reaction mechanisms, electron spin resonance of solid state defects and organic radicals, spin Hamiltonian theory, chamical reactions generated by ultrasound, dynamics of fast reactions using ulfrasonic techniques, corrosion engineering, catalysis, production of liquid and gaseous hydrocarbons from coal biomass. These positions are tenable initially for one year, renewable, at rates of up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained: Professor A.R. Knight, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO, Canada. Telephone 306-343-2933.

SIMON FRASER UNIVERSITY. Department of Chemistry. Organic Postdoctoral Fellowship or Research Associateship position. Applications are invited for a research position with Professors K.N. Slessor and A.C. Oehlschlager to work on the isolation, identification and synthesis of naturally occurring insect attractants. The Department has excellent facilities. An appointment will be for a minimum of one year. Salary rates will be at the current NSERC levels, and a travel allowance will be considered. Replies should include the names of three referees. Applications and inquiries to either: Dr. A.C. Oehlschlager or Dr. K.N. Slessor, Chemistry Department, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

ROYAL ROADS MILITARY COLLEGE. Department of Chemistry and Chemical Oceanography. Chemistry. Applications are invited for a position in the Department of Chemistry and Chemical Oceanography at Royal Roads Military College, Victoria, B.C. Ph.D. required with preferance for specialization in analytical, spectroscopic or inorganic chemistry including ability to use computer-controlled equipment but not necessarily to write complicated programs. Duties include undergraduate teaching to the Bachelor's level. Research is required and opportunities exist to join existing research team in general area of Coastal Marine Science. Initial appointment will be for a two-year term effective 1 July 1982 with possible future renewals to tenure. Salary commensurate with qualifications and experience. Candidates are requested to submit complete dossiers with names of three referees to Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0. Only Canadian citizens or Landed Immigrants need apply. Knowledge of English only is required. Toute information relative à ce concours est disponible en français et peut être obtenue en écrivant à Dr. Graham.

UNIVERSITY OF ALBERTA. Department of Chemistry. Research Associate in Theoretical Chemistry. Qualifications: Ph.D. in Chemistry or Physics with postdoctoral or independent research experience. The candidate must be familiar with advanced technical aspects of computational chemistry including the relativistic ab initio molecular calculation and the large scale configuration interaction calculation. Stipend: Minimum $17,500/year. Stipend will depend on qualifications. Starting Date: 1 May 1982 or negotiable. Duties: To develop appropriate computer programs to compute properties of various molecular systems containing heavy atoms in chemical accuracy. Apply to: Professor S. Huzinaga, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. Telephone: (403) 432-5309. Application Deadline: 31 January 1982.

CLASSICS

BROCK UNIVERSITY. Department of Classics. Subject to budgetary approval, a one-year term appointment at the level of assistant professor, or an eight-month sessional appointment. Ph.D. required. Only Canadian citizens or landed immigrants to Canada should apply. Duties: to teach courses in Greek and Roman history and civilization, and in Greek and Latin language. The present base-salary for an assistant professor is $21,440, for a sessional lecturer $11,250. Starting date: for assistant professor 1st July 1982; for sessional lecturer 1st September 1982. Applicants should send a curriculum vitae together with copies of publications, and arrange for three letters of reference to be sent, by 31 December 1981, to Dr. A.D. Booth, Chairman, Department of Classics, Brock University, St. Catharines, Ontario L2S 3A1.

CLOTHING & TEXTILES

UNIVERSITY OF MANITOBA. Clothing and Textiles. The Department of Clothing and Textiles at the University of Manitoba invites applications for an academic position effective July 1st 1982, in the area of marketing and economic aspects of clothing and textiles and/or apparel design and manufacturing. Responsibilities include teaching in both the undergraduate and graduate programs, involvement in the Department's liaison with business and industry, direction of M.Sc. theses and pursuit of academic research activities. Applicants should possess at least a Master's degree and preferably a Ph.D. with demonstrated or potential ability for teaching and research at the University level. Experience with business and/or industry and a knowledge of the Canadian marketplace is desirable. The position may be term or probationary, depending upon budget and qualifications. Rank and salary will be commensurate with qualifications and experience. Both men and women are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Applications and transcripts, supported by curriculum vitae and the names of three referees should be sent to: Dr. Sheila A. Brown, Head, Department of Clothing and Textiles, Faculty of Human Ecology, University of Manitoba, Winnipeg, Canada. R3T 2N2 (Ph. 204-474-8137).

COMMERCE

SCARBOROUGH COLLEGE, UNIVERSITY OF TORONTO. Division of Social Sciences. Commerce. Applications are invited for a tenure-stream appointment in Commerce at the rank of Assistant or Associate Professor in one or more of the following areas: Accounting, Finance, Manegerial Economics, Marketing, Organizational Behaviour and Operations Management. Candidates should hold appropriate academic and/or professional qualifications and have a demonstrated interest in research. While the primary teaching responsibility would be at the undergraduate level, some graduate participation at the Faculty of Management Studies, St. George campus may also be involved. This position is subject to approval by the Provost and would commence July 1, 1982. Letters of application, together with curriculum vitae and the names of three referees, should be sent by January 15, 1982, to: Professor A. Stawinoga, Assistant Chairman, Commerce, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario M1C 1A4. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before considering foreign applicants.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for full-time positions in Accounting and in the area of general management and organizational behaviour. Minimum qualification is an M.B.A. Appointment will be effective July 1, 1982. Rank open. Salary commensurate with qualifications and experience. Salary schedule 1981-82 Assistant Professor is a minimum of $21,445. Applications including a curriculum vitae, transcripts and the names of three referees should be forwarded to Dr. Robert Ewing, Dean, Algoma University College, 1520 Queen Street, East, Sault St. Marie, Ontario, P6A 2G4. Canadian Immigration regulations require that only Canadian and Landed Immigrants need apply for these positions.

CARLETON UNIVERSITY. School of Commerce. Management Studies. Applications are invited to fill faculty positions in (i) accounting, (ii) finance, (iii) marketing, (iv) management and organizational behavior, (v) industrial relations, (vi) systems analysis/data processing, and (vii) business policy. Ph.D. degree or substantial work towards Ph.D. degree is required. Tenure track at the assistant or associate professor levels. Excellent working conditions. Applications should be sent to Dr. A.J. Balletti, Director, School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6. Starting July 1, 1982. Positions are subject to budgetary approval. As required by Employment and Immigration Canada regulations, only Canadians or Landed Immigrants to Canada need apply for these positions.

CARLETON UNIVERSITY. School of Commerce. Accounting. Applications are invited to fill faculty positions in accounting. Rank commensurate with experience and qualifications. Excellent working conditions. Applications should ba sent to Dr. A.J. Ballatti, Director, School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6. Starting July 1, 1982. Positions ara subject to budgetary approval. As required by Employment and Immigration Canada regulations, only Canadians or Landed Immigrants to Canada need apply for these

positions.

COMPUTER SCIENCE

UNIVERSITY OF WINDSOR. School of Computer Science. Applications are invited for a tenure track faculty position in the School of Computer Science. The appointee should have a Ph.D. in computer science, or in a cognate area if supported by suitable experience. The School has a fairly wide range of teaching and research interests, including database systems, complier writing, information systems, computer graphics, microcomputer applications and automata theory. The appointment will be effective from July 1, 1982. Arrangements can be made for an earlier appointment if desirable. Salary and rank are open. In accordance with Canadian immigration regulations first consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Send a detailed curriculum vitae and the names of three references by January 15, 1982 to: Director, School of Computer Science, University of Windsor, Windsor, Ontario N9B 3P4. Phone: (519) 253-4232 Ext. 730.

DALHOUSIE UNIVERSITY. Computing Science. Dalhousie University, Department of Mathematics, Statistics and Computing Science, invites applications for a tenure-track Computing Science position. Applicants should hold a Ph.D. in any area of computing science. Applications, including curriculum vitae and the names of three referees should be sent to: Dr. A.C. Thompson, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

UNIVERSITY OF TORONTO. Department of Computer Science. Senior Visiting Research Associates. Applications are invited from qualified candidates for one year visiting appointments commencing July-September, 1982 in all areas of computer science. Stipend negotiable, depending on experience. Candidates should hold a Ph.D. degree in computer science, and possess sound research experience in their area of specialty. These appointments are intended for individuals who will be on sabbatical or research leaves from their permanent positions. Candidates should submit their curriculum vitae and the names of three referees no later than January 1, 1982 to: Professor A.B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A7, Canada. Note: Canadian citizens and landed immigrants are especially invited to apply.

THE UNIVERSITY OF TORONTO. Department of Computer Science. Postdoctoral Research Positions. Applications are invited from qualified candidates for one or two year appointments commencing July-September, 1982 as Postdoctoral Research Fellows in all areas of computer science. Stipend to $16,380 per annum, depending on qualifications (subject to revision in 1982). Candidates should hold a Ph.D. degree in computer science. Send curriculum vitae, transcripts and three letters of reference no later than January 1, 1982 to: Professor A.B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, M5S 1A7, Canada. Note: Canadian citizens and landed immigrants are especially invited to apply.

SIMON FRASER UNIVERSITY. Computing Science Department. Applications are invited for two positions in the most rapidly growing Computing Science Department in Canada. One position is at open rank; one position is at the Assistant Professor or Associate Professor rank. Candidate from all areas of specialization in computing will be considered but the Department has a special interest in computer design and organization, graphics, software engineering, artificial intelligence, and information systems. A Ph.D. in Computing Science (or equivalent) is required and candidates should have enthusiasm for teaching and research. Candidates with prior experience should have a record of research and publications, graduate student supervision, and teaching. Responsibilities will include teaching at the undergraduate and graduate levels, research, and the usual administrative activities. Rank and salary are negotiable. Simon Fraser University is situated on the top of Burnaby Mountain and serves 12,000 students. Lying just east of Vancouver, the site commands magnificent views of Burrard Inlet, the mountains, the Fraser River and Vancouver harbour. This lower mainland area of British Columbia is unique in Canada for its mild climate and varied recreational facilities. The department has an interactive graphics laboratory including an Evans and Sutherland picture system, a VAX 11/750, and also well equipped micro-processor, minicomputer, and hardware laboratories. The University operates an outstanding central computing facility supporting both MTS and OS/WYLBUR operating systems. There is also a rasterscan graphics facility available for faculty research. Preference will be given to candidates eligible for employment in Canada at the time of application. To apply, send curriculum vitae and the names of three referees to: Nick Cercone, Search Committee, Computing Science Department, Simon Fraser University, Burnaby, B.C, V5A 1S6. Telephone: (604) 291-4277.

THE UNIVERSITY OF TORONTO. Department of Computer Science. Assistant Professorships (all three campuses) — both tenure stream and contractually-limited (1-3 years) appointments are available, budget permitting. For exceptionally strong candidates, with the revelant experience, consideration would be given towards a more senior level of appointment. Candidates should hold a Ph.D. In Computer Science — all areas will be considered, although priorities will be based upon departmental teaching requirements and graduate student supervision. Duties will consist of teaching at the undergraduate and graduate levels and collaborative research. Salary commensurate with qualifications and experience, subject to budgetary constraints. Apply to Professor Allan B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A7, together with curriculum vitae, transcripts and three letters of reference. Appointments to commence July or September 1982, if preferred by candidates. Deadline for applications is January 1, 1982. Only Canedians or permanent residents need apply for these positions. However, if a suitable Canadian candidate cannot be found we will be holding a subsequent competition for which non-Canadians will be eligible.

MCMASTER UNIVERSITY. Computer Science. Assistant Professor, one contractually limited appointment for 2 years. Ph.D. in Computer Science. Only Canadians or Landed Immigrants need apply for this position. Teaching, especially at undergraduate level; and research. Salary dependent on qualifications and experience. Minimum is 1981/82 — $21,110. Curriculum vitae and three references to: Professor T. Husain, Chairman of Math Sciences, McMaster University, Hamilton, Ontario, Canada, L8S 4K1. Starting date earlier July 1, 1982 or September 1, 1982. Deadline date is March 31, 1982.

CARLETON UNIVERSITY. School of Computer Science. Applications are invited for two tenure track positions as well as a visiting professor position in the School of Computer Science for the 1982-83 academic year. Teaching duties will include undergraduate and graduate courses in Computer Science. Candidates should possess a Ph.D. degree in Computer Science or equivalent. Preferred areas of specialization include data base management, networks, graphics, artificial intelligence, and systems design. Only Canadians or Landed Immigrants to Canada need apply for this position. Send resume and names of at least three references to: J.E. Neilson, Director School of Computer Science, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6.

ACADIA UNIVERSITY. School of Computer Science. A number of Faculty tenure track and temporary positions are available (subject to budgetary approval) in the following areas: hardware, operating systems, data base and compilers. A Ph.D. in Computer Science or a closely related discipline is preferred, but candidates with an M.Sc. in Computer Science will be considered. Duties include Computer Science and Service course, M.Sc. level teaching and supervision. Salaries according to qualifications and experience. Applications should be sent to: Dr. T. Pietrzykowski, Director, School of Computer Science, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0. Applicants should provide the names, addresses and telephone numbers of at least two referees, and request that they each send a letter of reference to the above address. Only Canadian Citizens or Landed Immigrants will be considered for this position. For further information on the positions please write to the above address or phone: (902) 542-2201 (331).

UNIVERSITY OF VICTORIA. Computer Science. Applications are invited for two regular positions at the rank of Assistant Professor (or higher, subject to the availability of funds), and one or more visiting positions in Computer Science. The regular positions are effective July 1, 1982 while the visiting positions can begin on May 1, 1982, September 1, 1982, or January 1, 1983, and can be of four, eight, or twelve month's duration. Preferred applicants should have research and teaching interests in one or more of the following areas: data bases, operating systems, programming languages, software engineering, computer architecture, computer communications, theoretical foundations, systems analysis or graphics. Individuals with primary research and teaching interests in numerical analysis will also receive active consideration but only for a visiting position. Applicants should have a Ph.D. in Computer Science or equivalent research experience. The Department has an active research program supported by VAX 11/780 and a PDP 11/44, both running UNIX, a micro-lab with a variety of small systems, and the University duplexed IBM 4341 system. Applicants should send a curriculum vitae and the names of three references to Dr. Byron L. Ehle, Acting Chairman, Department of Computer Science, University of Victoria, P.O. Box 1700, Victoria, B.C. Canada V8W 2Y2. Applications will be accepted until February 15, 1982. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

UNIVERSITY OF LETHBRIDGE. Department of Mathematical Science. Computing Science. One position with rank and salary commensurate with qualifications and experience. Ph.D. at or near completion. Applicant must have a commitment to teaching at the undergraduate level and to research, and will be expected to play a major role in the development of the computing science programme. Min. salaries — Assistant Professor: $24,204; Associate Professor: $30,993; Full Professor; $40,201 (1981-82). Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: The Chairman, Department of Mathematical Sciences, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tenure track position. Probationary appointment beginning 1 July 1982. Closing date: When position is filled.

BROCK UNIVERSITY. Department of Computer Science. Applications are invited for temporary or tenure track positions at the assistant professor rank. The competition will remain open until the positions are filled. A Ph.D. preferably in Computer Science, or equivalent industrial and/or commercial experience is preferred; however an applicant having an M.Sc. and expecting to soon complete a Ph.D. will be considered. Responsibilities will be primarily teaching at the undergraduate level and conducting research. Brock University is a small University in the Niagara Penninsula within easy driving distance of Toronto, Ontario and Buffalo, New York. The department of Computer Science is a rapidly growing department offering both a B.Sc. and B.Sc(Hons.) program. Applications, including a curriculum vitae and names of three references, should be submitted, as soon as possible to: Chairman, Department of Computer Science and Information Processing, Brock University, St. Catharines, Ontario, L2S 3A1.

UNIVERSITY OF BRITISH COLUMBIA. Department of Computer Science. Applications are invited for several full-time track positions at the Assistant, Associate and Full Professor levels, and for visiting positions at all levels as well. A Ph.D. in Computer Science or a related field is required, but candidates from all areas of specialty will be considered. Duties include undergraduate and graduate teaching, supervision of graduate students and research. Apply to P.C. Gilmore, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. Applications should include a C.V. and names of three referees. Preference will be given to qualified Canadian citizens and permanent residents.

MCGILL UNIVERSITY. School of Computer Science. The School of Computer Science invites applications for a tenure line Assistant Professor position. The starting date is negotiable. A Ph.D. or equivalent is required. All specializations of computer science are of interest but preference will be given to candidates with established records in database systems, artificial intelligence and operating systems. Responsibilities include research and teaching at the graduate and undergraduate level. Salary negotiable. Current minimum starting salary $26,150. Candidates should write to Prof: M.M. Newborn, Director, School of Computer Science, Burnside Hall, 805 Sherbrooke Street West, McGill University, Montreal, Quebec, H3A 2K6, Canada.

CRIMINOLOGY

UNIVERSITY OF TORONTO. Centre of Criminology. Research associate in criminology. Subject to the availability of funds. One year appointment, with possibility of renewals, beginning spring or summer, 1982. Salary negotiable. Preference given to those with a Ph.D. or equivalent, those qualified to participate in graduate teaching, and those who have a proven capability of independent research. Canadian citizens and landed immigrants will be given special consideration. Apply, with C.V. and two letters of reference by letter to A.N. Doob, Centre of Criminology, University of Toronto, Toronto, Ontario M5S 1A1. Closing date February 15, 1982.

DANCE

SIMON FRASER UNIVERSITY. Centre for the Arts. Dance Position. Simon Fraser University expects to make a faculty appointment in dance at the rank of assistant professor commencing September 1982. This is a full-time, tenure-track, appointment. Primary responsibilities include teaching all levels of contemporary dance technique, composition, and improvisation within an interdisciplinary fine and performing arts department. Other teaching assignments may include work in related academic areas or ballet. Qualifications should include substantial professional teaching and performing experience and/or university degree(s). Additional qualifications in dance history and theory, ballet, or kinesiology for dance are desirable. Preference will be given to candidates eligible for employment in Canada at the time of application. Letters of application, curriculum vitae, and names of three referees should be received by December 31, 1981, and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6.

DENTISTRY

UNIVERSITE LAVAL. Ecole de médecine dentaire. The Ecole de médecine dentaire de l'Université Laval has a position available in endodontic. Candidate should have a dental degree and should have completed an M.Sc. (or equivalent) program in endodontics and/or pulpal physiology. Duties will include, among other academic activities, research, preclinical and clinical teaching at the undergraduate level. The prospective candidate should have dental qualifications permitting licensure by the Order of Dentists of Québec and be prepared to fulfill the French language requirements enabling him/her to teach in the clinics and to enjoy consulting and private practice privileges. A temporary license could be granted in the interim. Salary and rank are commensurate with qualifications and experience and are based on a collective agreement. This position is available November 1st. or as soon thereafter as possible. Please send letter of application, curriculum vitae and three letters of recommendation before December 31, 1981 to: Dr. Laurent Dufour, Directeur adjoint aux études, Ecole de médecine dentaire, Université Laval, Ste-Foy, Ouebec, Canada, G1K 7P4.

ECONOMICS

UNIVERSITY OF GUELPH. Department of Economics. Three or more visitor positions for 1982-83 at various ranks. Most fields of interest will be considered. Solid research and publication record for appointments at Associate or Full Professor level. Only those who are legally eligible to work in Canada need apply. Contact Professor, D.A.L. Auld, Chairman, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Appointments effective September 1, 1982. Positions sub-

ject to final budgetary approval.

UNIVERSITY OF GUELPH. Department of Economics. Probationary appointments for 1982-83. Strong interest in research and publication as well as teaching undergraduate and graduate courses. Fields of particular interest are international finance, international trade, corporate economics, industrial organization and theory, although other fields will be considered. Only those who are legally eligible to work in Canada need apply. Contact Professor D.A.L. Auld, Chairman, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Appointments effective July 1 or September 1, 1982. Positions subject to final budgetary approval.

ACADIA UNIVERSITY. Economics Department. Applications are invited for full-time, tenure track faculty positions at the Lecturer or Assistant Professor rank, Doctorate or near completion required. Starting date: July 1, 1982. Preference will be given to applicants who have the background to teach at the undergraduate and graduate levels and conduct research. Fields of specialization open, but those of special interest are econometrics, monetary, and international economics. Salary commensurate with qualifications and experience. Only Canadian citizens or landed immigrants will be considered for these positions. Applications received until January 15, 1982. Applications including curriculum vitae, transcripts and names of references should be sent to Dr. R.A. French, Head, Department of Economics, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

YORK UNIVERSITY. Department of Economics. York University, Department of Economics, Faculty of Arts, announces openings for tenure track positions and sessional appointments subject to university and budget approval. Rank and salary are commensurate with qualifications and experience. At the assistant professor level candidates are expected to have e Ph.D. degree (or expected in 1982) and at the associate professor level candidates are required to have demonstrated achievement as established scholars and good teachers. Duties include teaching (at undergraduate and graduate levels) and research. Fields of specialization open. Employment and Immigration Canada requires that only persons legally entitled to work in Canada be considered for this position. Applications with C.V. and names of three referees should be sent to Professor G.H. McKechnie, Chairman, Department of Economics, Room S845, Ross Building, York University, 4700 Keele Street, Downsview, Ont., M3J 1P3. Closing date for applications: December 31, 1981.

TRENT UNIVERSITY. Department of Economics. Applications are invited for full time faculty positions (subject to budgetary approval). Doctorate or near completion required. Research and undergraduate teaching in Theory, Quantitative methods, other fields open. Salary and rank negotiable in accordance with qualifications and experience. Employment and Immigration Canada states "Only Canadians or Landed Immigrants to Canada need apply for these positions." Applications, curriculum vitae and names of three referees should be addressed to Professor D.C.A. Curtis, Chairman, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8.

UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Instructor. Work towards Ph.D. desirable, but MA's considered. Excellence in teaching required. This position is open to both men and women. Canadian Immigration regulations require that only Canadians or Landed Immigrants to Canada need apply for this position. Teaching various undergraduate courses in economics including Principles of Economics. Floor $13,750. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective September 1, 1982. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1982.

McMASTER UNIVERSITY. Economics. The Department of Economics at McMaster University has one position, rank open, commencing July 1, 1982. At the Assistant Professor level candidates are expected to have a Ph.D. degree (or expected in 1982) and at the Associate or full Professor level candidates are required to have demonstrated achievement as internationally recognized scholars and good teachers. The Department is particularly interested in attracting candidates in the area of monetary economics but strong candidates in other areas will also be considered. Canadian immigration regulations now require the University to invite and assess applications from Canadian citizens and permanent residents of Canada before inviting and assessing applications from other persons. Closing date for applications is December 31, 1981. Salary is commensurate with qualifications and experience. Applications, including curriculum vitae and names of references should be sent to Dr. J.A. Johnson, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

EDUCATION

UNIVERSITY OF NEW BRUNSWICK. Faculty of Education. Indian Students Program. The Indian Students B.Ed. Program, an on and off campus teacher education program operating in New Brunswick and Cape Breton, N.S., expects two faculty positions vacant for 1982-83. The first position is principally to teach science education courses, the second to supervise student teachers and teach educational foundations courses. Candidates must possess a completed graduate degree and several years teaching experience preferably with Native students. These are one-year term appointments commencing July 1, 1982, subject to budgetary approval. Rank is open. All regular U.N.B. conditions of employment and benefits apply. Applications, including the names of three references, should be forwarded no later than January 8, 1982 to Dr. D.A. MacIver, Dean, Faculty of Education, University of New Brunswick, Bag Service 45333, Fredericton, N.B., E3B 6E3.

UNIVERSITY OF LETHBRIDGE. Faculty of Education. Applications are invited for a position in Modern Language Education. Background and qualifications sought: Experience in methods courses in Modern Language Education at both elementary and secondary levels. Ability to work with teachers and supervise student teachers in French Immersion and Second Language classrooms. Willingness to provide inservice training for teachers in local school systems. Supporting areas of expertise in one or more of the following areas: English/Language Arts, Educational Psychology, Evaluation or general Curriculum and Instruction. Effective date of appointment: July 1, 1982. Salary: Commensurate with qualifications and experience. Application: Letter of application, full curriculum vitae and names of three references to be sent to: Dr. J.M. Thorlacius, Dean, Faculty of Education, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Closing date for applications: January 30, 1982. Canadian citizens and permanent residents of Canada will be given preference for this position.

SIMON FRASER UNIVERSITY. Faculty of Education. Associate Professor (tenure track) of Curriculum Theory. Requirements include Ph.D., university teaching experience, broad range of research interests. To teach undergraduate and graduate courses, supervise graduate students and contribute to research in the area of Curriculum. The successful candidate will be expected to play a leading role in organizing a graduate program in Curriculum. The appointment will be effective September 1, 1982. Preference will be given to candidates eligible for employment in Canada at the time of application. Send full curriculum vitae and the names of three referees to Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until December 31, 1981.

SIMON FRASER UNIVERSITY. Faculty of Education. Multicultural Education/ESL. Assistant Professor, tenure track. Requirements include Ph.D., or EDD. in Multicultural Education/Applied Linguistics or equivalent. Professional experience in cross-cultural teaching and/or program development an asset. Duties include teaching courses in multicultural education and in theory and methods of English as a second language (undergraduate and graduate), teaching and working as a member of a team in designing multicultural modules for pre-service teacher education program and scholarly research. The appointment will be effective September 1, 1982. Preference will be given to candidate eligible for employment in Canada at the time of application. Send full curriculum vitae and the names of three referees to Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until December 31, 1981.

ENGINEERING BIOMEDICAL

UNIVERSITY OF NEW BRUNSWICK. Biomedical Engineering. Applications are invited for the position of Research Assistant Professor or Research Associate in the Bio-Engineering Institute, University of New Brunswick. Candidates should have a doctorate in Biomedical Engineering or in Electrical Engineering with research experience in biomedical engineering. An interest and experience in electronics design would be a definite asset. This is a full-time research position, with the possibility of arranging limited teaching either within the Institute or through a joint appointment with a related academic department. The program of the Institute is concerned primarily with bioelectric signal processing and its clinical applications, particularly in relation to myoelectric control of artificial limbs. Activities include basic research, design and development, clinical evaluation, and manufacture of equipment for clinical use. Also, the Institute provides consultation in the development and operation of regional clinical engineering services in the Province of New Brunswick. Applicants must be legally eligible for employment in Canada at the time of application. Applications will be accepted until the position is filled. This position is subject to final budget approval. Résumé and the names of three references who have been asked to write on the applicant's behalf should be sent to the Director, Bio-Engineering Institute, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3.

ENGINEERING CHEMICAL

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields of chemistry and chemical engineering: — theory of conformational changes and chemical reactions, energy hypersurfaces, quantum chemistry of biomolecules, photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry, laser photochemistry, photophysics and spectroscopy, organometallic chemistry, organic reaction mechanisms, electron spin resonance of solid state defects and organic radicals, spin Hamiltonian theory, chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques, corrosion engineering, catalysis, production of liquid and gaseous hydrocarbons from coal biomass. These positions are tenable initially for one year, renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained: Professor A.R. Knight, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Telephone 306-343-2933.

UNIVERSITY OF OTTAWA. Department of Chemical Engineering. Applications are invited for a tenure-track position at the Assistant Professor rank. Duties include undergraduate and graduate teaching and independent research. Research interests should complement those of the existing Faculty. However, outstanding candidates with interest in other research areas will also be considered. Doctorate degree required. Bilingualism (English and French) highly desirable. Salary will depend on qualifications and experience of the applicant. Applications including curriculum vitae, [illegible] and the names of three referees to be addressed to: Professor F.D.F. Talbot, Chairman, Department of Chemical Engineering, University of Ottawa, Ottawa, Ontario, K1N 9B4. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada.

ENGINEERING CIVIL

UNIVERSITE DE SHERBROOKE. Département de génie civil (structures). Poste de professeur pour la période du 1er janvier au 31 décembre 1982. Fonctions: enseignement et recherche dans le domaine des structures. Exigences: diplôme de 2e ou de 3e cycle et expérience du milieu industriel. Langue d'enseignement: le français. Traitement selon les normes de la convention collective en vigueur. Faire parvenir son curriculum vitae le plus tôt possible au: Directeur, Génie civil, Faculté des sciences appliquées, Université de Sherbrooke, Sherbrooke, (Quebec), J1K 2R1.

UNIVERSITY OF TORONTO. Department of Civil Engineering. Assistant Professor in Geotechnical Engineering (Soil/Rock Mechanics) 3-year Contractually Limited Appointment. Ph.D., demonstrated competence in experimental and theoretical research in the area of soil/rock mechanics is an asset. Teaching and research in Geotechnical Engineering with emphasis on the mechanical behaviour of soil and rock and the essential testing and analysis. Salary commensurate with experience and qualifications. Detailed résumé with names of 3 referees should be sent to G.W. Heinke, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4. Tel. (416) 978-3096. Effective date of appointment: July 1, 1982 or as soon as possible thereafter. Closing date for receipt of application: January 19, 1982.

McMASTER UNIVERSITY. Department of Civil Engineering and Engineering Mechanics. Geotechnical Engineering. The Department of Civil Engineering and Engineering Mechanics at McMaster University will be making a tenure track appointment in the geotechnical engineering field at the Assistant or Associate Professor level, effective July 1, 1982 or as soon as feasible thereafter. Applicants should hold the Ph.D. degree. An interest and experience in experimental soil mechanics research would be an advantage. The successful applicant will be expected to participate in the undergraduate and graduate teaching programmes and also conduct research in his field of specialization; salary level commensurate with qualifications and experience. Only those legally entitled to work in Canada will be considered for this position. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to the Chairman, Department of Civil Engineering and Engineering Mechanics, McMaster University, Hamilton, Ontario, L8S 4L7.

McMASTER UNIVERSITY. Department of Civil Engineering and Engineering Mechanics. Earthquake Engineering. The Department of Civil Engineering and Engineering Mechanics at McMaster University will be making a tenure-track appointment in the Earthquake Engineering field at the Assistant or Associate Professor level, effective July 1, 1982, or as soon as feasible thereafter. Applicants should hold the Ph.D. degree. A strong background in structural dynamics is essential. Also an interest and experience in dynamic testing would be advantageous. The successful applicant would be expected to teach undergraduate and graduate courses in Structures and Structural Mechanics area, and conduct research in the field of earthquake engineering. Only those legally entitled to work in Canada will be considered for this position. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to the Chairman, Department of Civil Engineering and Engineering Mechanics, McMaster University, Hamilton, Ontario, L8S 4L7.

ENGINEERING ELECTRICAL

QUEEN'S UNIVERSITY. Department of Electrical Engineering. Applications are invited for an academic position in one or more of the following areas: computer engineering, electronics, microprocessors and applications to control or communications. Background in teaching and research desirable. Industrial experience and Professional Engineering status advantageous. Basic duties will include undergraduate and graduate teaching, research compatible with the departmental program, and participation with other academic staff in the academic and administrative affairs of the department. Rank and salary are dependent upon qualifications and experience. Candidates of both sexes are equally encouraged to apply. In compliance with regulations of the Department of Manpower and Immigration, only Canadians or Landed Immigrants to Canada need apply for this position. Submit detailed curriculum vitae, with letter and names of three referees, to be received no later than December 30, 1981 to P.H. Wittke, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF NEW BRUNSWICK. Electrical Engineering. Applications are invited for the position of Research Assistant Professor or Research Associate in the Bio-Engineering Institute, University of New Brunswick. Candidates should have a doctorate in Biomedical Engineering or in Electrical Engineering with research experience in biomedical engineering. An interest and experience in electronics design would be a definite asset. This is a full-time research position, with the possibility of arranging limited teaching either within the Institute or through a joint appointment with a related academic department. The program of the Institute is concerned primarily with bioelectrical signal processing and its clinical application, particularly in relation to myoelectric control of artificial limbs. Activities include basic research, design and development, clinical evaluation, and manufacture of equipment for clinical use. Also, the Institute provides consultation in the development and operation of regional clinical engineering services in the Province of New Brunswick. Applicants must be legally eligible for employment in Canada at the time of application. Applications will be accepted until the position is filled. This position is subject to final budget approval. Résumé and the names of three references who have been asked to write on the applicant's behalf should be sent to the Director, Bio-Engineering Institute, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Electrical Engineering. Applications are invited for two tenure-track positions in the areas of Control Engineering and Telecommunications/Signal Processing. Minimum qualifications required are Ph.D. or equivalent in the area, with some teaching experience. Rank and salary is negotiable, and will be commensurate with qualifications and experience. Applications, including curriculum vitae, and names of three referees should be addressed to: Dr. O.K. Gashus, Head, Department of Electrical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4. Tel: 902-429-8300.

McMASTER UNIVERSITY. Department of Electrical and Computer Engineering. A tenurable position at the rank of Assistant Professor is available as of January 1, 1982, or as soon as possible thereafter. Candidates must have a strong interest in independent research in the areas of computers and digital systems and be willing to teach at both the undergraduate and the graduate level including the supervision of graduate students. A Ph.D. in electrical and/or computer engineering is essential, and demonstrated research excellence through refereed publication is strongly preferred. Also it should be noted that only Canadian citizens or persons holding landed immigrant status to Canada may be considered for this position. Résumés, including the names and addresses of three referees should be addressed to: Dr. D.P. Taylor, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7.

ENGINEERING MECHANICAL

CARLETON UNIVERSITY. Mechanical and Aeronautical Engineering. An opening exists for a tenure track appointment at the Assistant/Associate Professor level. In addition, temporay openings exist for a one-year term (sabbatical replacements) at the Assistant or Associate Professor levels. The successful applicants will have an interest in either Design, Solid Mechanics or Materials and Metallurgy, and will be expected to teach at both undergraduate and graduate levels and participate in the research activities of the department. Applications with C.V. and names of three referees should be sent to Dr. J.A. Goldak, Chairman, Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6. Positions are subject to budgetary approval. As required by Employment and Immigration Canada regulations, only Canadians or landed immigrants need apply for these positions.

CONCORDIA UNIVERSITY. Department of Mechanical Engineering. Applications are invited for a research associate position in the Department of Mechanical Engineering at Concordia University. Candidates should have a Ph.D. or an M.Sc. in Mechanical Engineering. Familiarity with the finite element method and the field of fiber reinforced plastic materials will be an asset. The selected candidate will be in charge of a two year research project on structures made of fiber reinforced plastic materials. Salary will be commensurate with qualifications and experience. It is expected to make the appointment late in 1981. Résumés should be sent to Prof. S.V. Hoa, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. W., H-929-4, Montreal, Quebec, H3G 1M8.

ENGLISH

UNIVERSITY OF WESTERN ONTARIO. Department of English. Conditional upon the availability of funds, openings for 1982-83 in the following areas: Medieval Literature, Renaissance Literature, Critical Theory, Nineteenth-Century Fiction, Modern American Literature (Fiction)/Film (combined). These will be limited term, probationary, Assistant or Associate Professor level appointments, the nature and duration of the contracts dependent upon the qualifications and experience of the applicants. For the Assistant level (minimum $20,200), Ph.D. or equivalent expected, with teaching experience and publications. For the Associate level (minimum $24,100), candidates should have international scholarly stature, with excellent teaching credentials. In addition, we expect to have a number of 9-month leave replacement positions in the following areas: Film, Canadian Literature, Drama. Ph.D. or equivalent expected. Assistant Professor, approximately $15,100. Closing date for applications: February 1, 1982. Send applications to: Professor T.J. Collins, Chairman, Department of English, University of Western Ontario, London, Ontario, N6A 3K7. N.B. Only complete applications, which include a letter of application, a curriculum vitae, transcripts of all University records, and the names of three referees whom the applicant has asked to write on his/her behalf will be considered. Canadian Immigration regulations require that only Canadians or Landed Immigrants to Canada need apply for these positions.

McGILL UNIVERSITY. Department of English. Assistant Professor, tenure stream probationary appointment in Canadian literature. Ph.D. and substantial research and scholariy achievement in Canadian literature. Ability to teach also in the area of 19th century British poetry. Salary $26,785 (minimum). This position is subject to final budgetary approval. Canadian Immigration policy requires that only Canadian citizens or landed immigrants to Canada should apply in the first round. Closing date for applications: 15 January, 1982. Send applications to: Professor David Williams, Chairman, Department of English, McGill University, 853, Sherbrooke Street West, Montreal, Quebec, H3A 2T6. Only complete applications which include a curriculum vitae, transcripts of all university records, and the names of three referees can be considered.

UNIVERSITY OF ALBERTA. Department of English. Applications are invited from suitably qualified women and men for a tenurable position as Assistant Professor, commencing July 1, 1982. Ph.D. preferred; specialist qualifications in Expository Writing and Composition/Rhetoric required; ability to teach in other areas desirable; ability to plan and coordinate writing courses and programs expected; teaching experience preferred; publication an asset. Rank minima (1981-82): Assistant Professor $24,098; Associate Professor $31,000; Professor $40,495. Send a complete application only, including a letter of application, a curriculum vitae, transcripts of university records, and the names of three referees whom the applicant has asked to write on his/her behalf, to the Chairman, Department of English, The University of Alberta, Edmonton, Alberta, Canada, T6G 2E5, before February 28, 1982. The University of Alberta is an equal opportunity employer. Canadian immigration regulations stipulate, however, that Canadian citizens and legal residents of Canada must be given preference.

UNIVERSITY OF TORONTO. Department of English. We have not yet filled the opening listed last year for a tenured or tenure-stream associate professor with an established competence to teach critical theory and English criticism. Anyone interested in being added to our short list should send an application with a vitae and the names of referees as soon as possible. Only Canadians or permanent residents need apply for this position. Apply to Denton Fox, Chairman, Department of English, University of Toronto, Toronto, Ontario, M5S 1A1.

FINANCE

UNIVERSITY OF MANITOBA. Department of Accounting and Finance. Business Finance area. Rank open. Ph.D. in hand or dissertation near completion. Undergraduate and M.B.A. teaching and research in the finance area. Salary fully competitive depending on qualifications and experience. Dr. John S. McCallum, Acting Head, Department of Accounting and Finance, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Man. R3T 2N2. Starting July 1, 1982. Applications will be accepted until positions are filled. The University encourages both men and women to apply for this position and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

SAINT MARY'S UNIVERSITY. Department of Finance end Management Science. Applications are invited for a tenure-track position in the Department of Finance and Management Science beginning September 1, 1982. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach undergraduate and graduate courses in one or more of the following areas: (1) quantitative/management science, (2) information systems, and (3) computer science. The rank of the position is open and the salary is competitive. Preference will be given to citizens and legal residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance end Management Science. Applications are invited for a tenure-track position in the Department of Finance and Management Science beginning September 1, 1982. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach undergraduate and graduate finance courses. The rank of the position is open and the salary is competitive. Preference will be given to citizens and legal residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

FOODS & NUTRITION

UNIVERSITY OF MANITOBA. Department of Foods and Nutrition. Foods Specialist. Applications are invited for an academic position of lecturer with expertise in sensory evaluation and training in the chemical and nutritional assessment of food. The successful candidate will be expected to teach undergraduate and graduate courses and develop a research program in the area of consumer food quality assessment. Minimum qualifications are an M.Sc. with demonstrated or potential ability in teaching and research in the sensory area. This is a term appointment with salary commensurate with qualifications and experience. The University encourages both women and men to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given to Canadian citizens and permanent residents. Applicants should include a curriculum vitae and three references to: Dr. N.A.M. Eskin, Head, Dept. of Foods and Nutrition, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Position is available immediately and will remain open until filled.

UNIVERSITY OF ALBERTA. Foods and Nutrition. Academic appointment in food service management. Minimum acceptable: Master's degree in Food Service Management, Foods, Business Administration, or Hotel, Restaurant and Institution Management combined with appropriate experience. Ph.D. desirable. To teach and to develop the area of food service (hotel, restaurant, institution) management. Salary [illegible] Depends on qualifications. Interested male or female applicants should submit a résumé to: Dr. Zenia Hawrysh, Chairman, Department of Foods and Nutrition, Faculty of Home Economics, The University of Alberta, Edmonton, Alberta, T6G 2M8. As soon as possible. When position filled. The University of Alberta is an equal opportunity employer, but because of the requirements of Canada Employment and Immigration, preference will be given to Canadian citizens and landed immigrants. Position subject to availability of funds.

FORESTRY

SIMON FRASER UNIVERSITY. Naturel Resources Management Program. Forest Management. Applications are invited for a tenure-track appointment in forestry at the assistant or associate professor rank beginning 1 September, 1982. The area of specialization is strategic forest planning which includes forest dynamics, forest ecology, response to interventions, and effects of forest management on other resources and their users. The successful candidate will work in an interdisciplinary setting teaching graduate courses, directing graduate research, and conducting personal research. It is desirable that the appointee have a Ph.D. degree, several years of practical experience, teaching experience, and be eligible for registration as a professional forester. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Closing date for applications is 15, January, 1982 or until the position is filled. Applicants should send a complete curriculum vitae, transcripts, samples of relevant publications, and request three referees to send confidential letters of recommendation directly to: Dr. J.C. Day, Natural Resources Management Program, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

GEOCHEMISTRY

McMASTER UNIVERSITY. Department of Geology. Requires a Post-doctoral Fellow in Geochemistry to study problems of disposal of radioactive waste. This position, which begins on or about January 1, 1982, involves analysis of natural radioisotopes (U, Th, etc.) in granitic rocks. Starting salary will be $1,185/m. Interested candidates should send a curriculum vitae to Prof. H.P. Schwarcz, Department of Geology, McMaster University, Hamilton, Ontario, L8S 4M1, Canada.

UNIVERSITY OF MANITOBA. Department of Earth Sciences. Geochemist. The Department of Earth Sciences has a position available. Candidates should hold the Ph.D. degree and have experience in modern chemical analytical techniques and have an interest in applying them to a broad spectrum of geological processes. The successful candidate is expected to do research and to teach undergraduate and graduate courses. Research facilities include new automated XRF equipment, an electron microprobe, a mass spectrometer, an X-ray power diffractometer, an experimental petrology laboratory, and the usual standard chemical analytical equipment. Current departmental interests cover a wide range including Precambrian studies, petrology/mineralogy/crystallography, sedimentology and geophysics. Members of the department collaborate with provincial and federal research institutes, a number of which are located in Winnipeg. The appointment will be made as soon as possible. The University encourages applications from women and men. Only Canadians or Permanent Residents in Canada need apply. The position is a two year term appointment. Applicants should request three referees to forward letters of reference, and should forward curriculum vitae and copies of educational transcripts to: Head, Department of Earth Sciences, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

GEOGRAPHY

WILFRID LAURIER UNIVERSITY. Department of Geography. Assistant Professor for a limited appointment of one or two years beginning July 1, 1982. Duties to commence Sept. 1, 1982. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence during the interview. To teach graduate and undergraduate courses in urban-economic geography. Salary commensurate with experience and academic record. Canadian immigration policy requires that, in the first instance, only Canadians or landed immigrants to Canada need apply for this posi-

tion". Vitae and names of three referees to: Dr. H. Saunderson, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

SIMON FRASER UNIVERSITY. Department of Geography. Applications are invited for a tenure-track appointment at the Assistant Professor rank for September, 1982. Applicants from any specialization within physical geography will be considered but it is necessary that the appointee teach introductory physical geography and desirable that he or she be able to address questions on the history and philosophy of physical geography as a science. The successful candidate will also be expected to teach undergraduate courses in his or her specialty, to contribute to the graduate program, and to develop a strong program of research. It is also desirable that the appointee have a Ph.D. degree and several years of research experience in Canada. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applicants should send a complete curriculum vitae, transcripts, samples of relevant publications, and the names of three referees to: Dr. E.J. Hickin, Chairman, Department of Geography, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6. Telephone: (604) 291-3718. Closing date for applications is December 31, 1981.

GEOLOGY

CARLETON UNIVERSITY. Department of Geology. The Department of Geology, Carleton University, invites applications for a tenure-track faculty position at the Assistant or Associate Professor level. Appointment date: July 1, 1982. Candidates must have a Ph.D. degree, with a strong interest in field research. Must be able to teach graduate and undergraduate courses in at least one of three principal fields of research at Carleton: Resource Geology, Structure and Geodynamics, and Precambrian Geology. Only Canadians or Landed Immigrants to Canada need apply for this position. Send curriculum vitae and the names of three referees, before January 15, 1982, to: Dr. J.A. Donaldson, Chairman, Department of Geology, Carleton University, Ottawa, Ontario, K1S 5B6. This position is subject to budgetary approval.

QUEEN'S UNIVERSITY. Department of Geological Sciences. Applications are invited for one or more positions in the Department of Geological Sciences starting in September, 1982, the rank of the appointment being commensurate with experience. The Department of Employment and Immigration regulations requires that the competition be limited to Canadian nationals and landed immigrants to Canada. Candidates of either sex are equally encouraged to apply and should have a Ph.D. in a field dealing with processes at or near the earth's surface. This would include, but need not be restricted to, the traditional fields of engineering geology, sedimentology-stratigraphy, paleontology-paleoecology or low temperature geochemistry. The successful candidate will be expected to teach at the undergraduate and graduate levels and to undertake a research programme in his or her area of specialty. The application should include a résumé and the names of at least three referees. Professor Edward Farrar, Chairman, Department of Geological Sciences, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

HEALTH INFORMATION

UNIVERSITY OF VICTORIA. Health Information Science. Over the next three years, the University anticipates making several continuing and visiting appointments in Health Information Science. Health Information Science is a new four year B.Sc. designed to graduate students who will apply computing science and other information processing techniques in the health care field. The degree program is built on a co-op model in which students will take alternating academic and work terms. The first 30 students will begin in September, 1982. Faculty appointments will be at any academic rank based on qualifications and experience. Candidates selected will have a strong theoretical or analytical background in a substantive academic discipline, coupled with practical experience in the health care field and/or computing science, preferably in a Canadian setting. Medical information systems, health services administration, health records, management information systems, information retrieval, epidemology and evaluation studies will be relevant specialties. Proven experience in teaching, both in the regular academic program and future diploma level or outreach programs designed for communities remote from the University will be essential. A commitment to the co-op philosophy and to graduating students with strong interpersonal and communication skills is also essential. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Rank: open. Salary: to be negotiated. Date of first appointment: January 1, 1982. Applications including the names of three referees may be sent to: Professor Denis J. Protti, Director, Health Information Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2.

HISTORY

DALHOUSIE UNIVERSITY. Department of History. The Department of History, Dalhousie University, invites applications for a tenure track teaching position in general Canadian history, beginning 1, July, 1982. Although interested in a wide range of research specializations, the Department will give special consideration to those applicants whose work is focused on 20th century topics in Canadian history. The appointment, which is subject to the availability of funds, will be for an initial period of three years at the level of assistant or associate professor (salary minima for 1981-82: $20,655 p.a. and $25,825 p.a., respectively). Applicants must have a Ph.D. and a reputation for excellence in undergraduate teaching, as well as a strong record of research activity in the form of scholarly publications. Applications, including a curriculum vitae and the names of three referees, should be sent to: Professor Judith Fingard, Department of History, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by 31 January, 1982.

UNIVERSITY OF VICTORIA. Department of History. A permanent appointment in the history of science and/or technology. Preference will be given to specialists in the interrelationships of science and society. This appointment will be at the associate or full professor rank. Candidates must have a good publication and teaching record and be interested in interacting with colleagues in related disciplines. Rank and salary will be commensurate with the applicant's qualifications and experience. Competition will be closed on February 1, 1982. Letters of application, including a curriculum vitae, should be sent to Dr. W.T. Wooley, Chairman, Department of History, University of Victoria, Victoria, B.C. V8W 2Y2.

HOME ECONOMICS

UNIVERSITY OF SASKATCHEWAN. College of Home Economics. Applications are invited for a position at the Assistant/Associate Professor level in the College's Division of Family and Consumer Studies. Either a Ph.D. or Law degree, together with study or work experience in a home economics program setting, is desired. Duties will include teaching courses in family and consumer studies, and developing independent research. Salaries are presently under review, but 1980/81 floors are: Assistant Professor, $21,120; Associate Professor, $27,478. Those interested in this position are asked to send a letter of application and vitae with the names of 3 references to: Dr. Thomas Abernathy, College of Home Economics, University of Saskatchewan, S7N 0W0. Applications are accepted until the position is filled.

HUMAN KINETICS

UNIVERSITY OF OTTAWA. School of Human Kinetics. Applications are invited for two positions leading to tenure within the School of Human Kinetics. Applicants must have a doctorate with proven research experience in the area of biomechanics. They must be able to teach at the undergraduate and graduate levels as well as provide research direction in their area of expertise. Bilingualism is a definite asset. The positions are effective July 1, 1982. Salary is negotiable, dependant upon qualifications. Send curriculum vitae, including names of three referees before December 31, 1981 to: Dr. Charles Cotton, Director, School of Human Kinetics, University of Ottawa, 35 MacDougal Lane, Ottawa, Ontario, K1N 6N5.

UNIVERSITE D'OTTAWA. Ecole des sciences de l'activité physique. L'Ecole des sciences de l'activité physique requiert pour le 1er juillet 1982 deux professeurs en biomécanique. Les candidats(es) doivent détenir un doctorat et avoir fait leurs preuves en recherche. Leur tâche se répartira comme suit: enseignement aux 1er et 2e cycles; direction de et collaboration aux travaux de recherche dans leur domaine; participation à l'administration de l'unité; le bilingualisme serait un atout. Traitement selon qualitications et expérience. Possibilité d'obtenir éventuellement la permanence. Priére de taire parvenir son curriculum vitae ainsi que le nom de trois répondants à l'adresse suivante avant le 31 décembre 1981. Dr. Charles Cotton, Directeur, Ecole des sciences de l'activité physique, Université d'Ottawa, 35, ruelle MacDougal, Ottawa, (Ontario), K1N 6N5.

LABOUR STUDIES

McMASTER UNIVERSITY. Labour Studies. Applications are invited for a contractually-limited appointment at the Assistant Professor level, commencing July 1, 1982, for three years in the newly-established Degree Programme in Labour Studies at McMaster University. Salary commensurate with qualifications and experience. The successful candidate must qualify for appointment in one of the Departments or Schools of the Faculty of Social Sciences, and will be responsible for teaching nine units of Labour Studies and for teaching the balance of the normal teaching load in the Department or School to which he/she is appointed. Canadian immigration restrictions now require the University to invite and assess applications from Canadian citizens and permanent residents of Canada before inviting and assessing applications from other persons. Applicants should send a curriculum vitae and the names of three referees to Dr. Frank E. Jones, Chairman of the Committee ot Instruction, Degree Programme in Labour Studies, McMaster University, Hamilton, Ontario, L8S 4M4. Applications will be accepted until January 31, 1982.

LANGUAGES/LITERATURES /LINGUISTICS

SIMON FRASER UNIVERSITY. Department of Langeuges, Literetures end Lingulstics. The Department invites applications for the positlon ot Assistant Professor of French Literature (tenure-track) to start September 1, 1982. Duties & responsibilities: teaching/research in French Literature; French and Quebec culture; advanced French Lit. Background in linguistics an asset and very good knowledge of English required. Qualifications: Doctorate in French Literature with specialization in one of the periods between the Renaissance and the Eighteenth Century included. The successful applicant must show evidence of strong research and teaching abilities at the University level. Preference will be given to candidates eligible for employment in Canada at the time of application. Curriculum vitae and the names of three referees to be sent to Dr. Neville J. Lincoln, Chairman, Dept. ot Languages, Literatures & Linguistics, Simon Fraser University, Burnaby, B.C. V5A 1S6 no later than December 31, 1981.

ALGOMA UNIVERSITY COLLEGE. Department of Modern Lenguages. Applications are invited for a full-time position in Modern Languages. Teaching responsibilities are primarily in the areas of French Language and Literature though ability to teach introductory course in Spanish and/or Italian would be an advantage. Minimum qualification is an M.A. Appointment will be effective July 1, 1982. Rank open. Salary commensurate with qualifications and experience. Salary schedule 1981-82 Assistant Professor is a minimum of $21,445. Applications including e curriculum vitae, transcripts and the names ot three referees should be forwarded to Dr. Robert Ewing, Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Canadian Immigration regulations require that only Canadian and Landed Immigrants need apply for this position.

YORK UNIVERSITY. French Studies. Assistant Professor, French Studies. A tenure-track position available July 1, 1982 (pending approval). Qualifications required: Doctorate in linguistics and preferably teaching experience in both French linguistics and language courses. Note: according to Employment and Immigration Canada, only those who are legally entitled to work in Canada may be considered for this position. Applcattons: with curriculum vitae and names of three referees, should be sent to Professor Gwenda Echard, Chairman, Department of French Studies, York University, 4700 Keele Street, Downsview (Toronto), Ontario M3J 1P3. Deadline: January 16, 1982.

YORK UNIVERSITY. Department of Lengueges, Lteratures end Lingulstics. Linguistics. One or two contractually limited appointments for academic year 1982-83. Sessional Assistant Professor; salary commensurate with experience. Ph.D. and teaching experience required. Applicants must be able to teach undergraduate courses in at least three of the following areas: phonology, morphology, syntax, child language acquisition, socio-linguistics, history of English, field methods, structure of English. Only Canadians or Landed Immigrants to Canada need apply for this position. Position subject to budget approval. Closing date for applications: January 5, 1982. Send curriculum vitae and names and addresses of three referees to: Professor Robert Fink, Department ot Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

YORK UNIVERSITY. Department of Languages, Lteratures and Lingulstics. Italian. One or more contractually limited positions for academic year 1982-1983. Primary interest and demonstrated ability to teach Italian language courses at all levels. Candidates with additional competence to teach at least one of the following preferred: Italian literature and culture; Twentieth Century Italian literature; translation; history of the Italian language; Italian dialectology. Alternate or Professorial Stream appointment(s) at the rank(s) of Sessional Assistant Lecturer, Sessional Lecturer or Sessional Assistant Professor. Salary according to renk. M.A. or Ph.D. Only Canadians or Landed Immigrants to Canada need apply. Position(s) subject to budget approval. Deadline for applications: January 5, 1982. Send curriculum vitae and names and addresses of two referees to: Professor Wolfgang P. Ahrens, Chairman, Department ot Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

YORK UNIVERSITY. Department of Lenguages, Lingulstics end Literatures. Hebrew. Contractually limited position for academic year 1982-83. The position entails teaching Modern Hebrew from elementary to advanced levels. In addition, expertise in at least one of the following areas is desirable: Modern Hebrew literature; the history and development of the Hebrew language; teacher training. Applicants should have expertise in teaching at the university level and should be familiar with the use of a language laboratory. Sessional lecturer or Sessional Assistant Professor. Salary according to rank. Ph.D. preferred. Only Canadians or Landed Immigrants to Canada need apply for this position. Position subject to budget approval. Deadline for applications: January 5, 1982. Send curriculum vitae and names and addresses of three referees to: Professor Wolfgang P. Ahrens, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

YORK UNIVERSITY. Department of Lengueges, Literatures end Lingulstics. Chinese. Language and literature contractually limited position for academic year 1982-83 (sabbatical replacement). The candidate should be able to teach courses in Modern Standard Chinese (putonghua) and in Twentieth Century Chinese Literature. Sessional Lecturer or Sessional Assistant Professor. Salary according to rank. Ph.D. preferred, with training in modern literature. Only Canadians or Landed Immigrants to Canada need apply for this position. Position subject to budget approval. Deadline for applications: January 5, 1982. Send curriculum vitae and names and addresses of three referees to: Professor Wolfgang P. Ahrens, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street,

Downsview, Ontario, M3J 1P3.

LAW

DALHOUSIE UNIVERSITY. Faculty of Law. The Faculty of Law, Dalhousie University invites applications for appointment as assistant, associate, or full professor to begin July 1, 1982. The Faculty is particularly interested in applications from those with qualifications and teaching interests in Commercial Law, Property Law, Evidence and Procedure. While preference is given to Canadian citizens and landed immigrants, applications from others eligible for employment in Canada are welcome. Applications should be directed to: The Dean, Faculty of Law, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H9.

THE ALBERTA INSTITUTE OF LAW RESEARCH AND REFORM. Law. The Alberta Institute of Law Research and Reform invites applications for the position of Counsel on its legal staff. The Institute is responsible for making recommendations for the reform of any body of law within the jurisdiction of the Province of Alberta, and its current projects cover a broad spectrum of the law. The Institute is jointly sponsored by The Government of Alberta, the Law Society of Alberta, and The University of Alberta, and its offices are located in the Law Centre at the University. Applicants must have excellent academic backgrounds and publications demonstrating superior and creative scholarship. The Institute is particularly interested in persons with substantial teaching experience in jurisdictions with legal regimes comparable to that of Alberta. Although research and writing are the primary functions of Institute Counsel, several members of the staff who are career academics teach a course for the Faculty of Law in order to maintain their skills. The positions available are for permanent members of the legal staff. However, applications from persons who could commit at least one year, and preferably two years, to the completion of a specific project will be seriously considered. Salary is very competitive with Canadian law schools. When qualifications are equal, citizens or permanent residents of Canada will be given preference. Contact: Professor Thomas W. Mapp, Institute of Law Research and Reform, 402 Law Centre, University of Alberta, Edmonton, Alberta T6G 2H5. Phone: (403) 432-5291.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Law. Applications are invited for assistent, associate and full professor positions in the Faculty of Law for appointments to commence July 1, 1982. Applications should be addressed to Professor Philip Slayton, Dean, Faculty of Law, The University of Western Ontario, London, Ontario, N6A 3K7, and should contain a detailed curriculum vitae together with the names of three referees. All openings subject to availability of funds. Canadian Immigration regulations require that only Canadians or Landed Immigrants to Canada need apply for these positions.

THE UNIVERSITY OF MANITOBA. Faculty of Law. The Faculty of Law, University of Manitoba invites applications for appointment as instructor, assistant, associate or full professor, subject to approval by the University. Appointment is to be made either for July 1, 1982 or July 1, 1983. Requirements include graduate work, practice or equivalent experience beyond the first degree in law, with a commitment to teaching (didactic and/or clinical), research and scholarship in basic public and common law subjects. Particular subject areas of interest include Taxation, Clinical Law (Advocacy and/or Solicitors), Family Law, Commercial Law, Property and Insurance. Applications accompanied by a detailed curriculum vitae and the names of three references, should be addressed to Dean Jack R. London, Faculty of Law, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Law. Applications are invited for positions at all ranks, subject to budget approval by the University. Applicants should have e graduate law degree or teaching, practice or other comparable legal experience beyond a first degree in law. Applications are not restricted to any particular area of law but there is some preference for commercial law and company law. Salary commensurate with qualifications and experience. Closing date for receipt of applications for the academic year commencing July 1, 1982 is 31 December, 1981. Inquiries to Dean K. Lysyk, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Y1.

UNIVERSITY OF OTTAWA. Faculty of Law. Common Law Section. Applications are invited for full-time positions in the Common Law Section from July 1, 1982 subject to budget approval by the University. No particular area of law is preferred and salary and rank will be commensurate with qualifications and experience. Application should be addressed to Dean A.W.R. Carrothers, Faculty of Law — Common Law Section, University of Ottawa, Ottawa, Ontario, K1N 6N5.

YORK UNIVERSITY. Osgoode Hall Law School. Applications are invited for teaching positions at Assistant, Associate and Full Professor levels, commencing July 1, 1982. Successful candidates will be of demonstrated academic excellence and will preferably have some experience in law teaching and scholarship. Men and women with Canadian citizenship or landed immigrant status are especially encouraged to apply. Curricula vitae including details of academic standing and the names of three referees should be sent before February 1, 1982 to: Ann Montgomery, Secretary, Recruitment Committee, Osgoode Hall Law School, York University, Downsview, Ontario, M3J 2R5.

MANAGEMENT STUDIES

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a position as Assistant Professor (tenure-stream) at the Faculty of Management Studies, University of Toronto, available July 1, 1982. Salary will be competitive depending on qualifications and experience. The position is open tor applicants holding a doctorate (or nearly completed), and have proven research capability. Principal teaching duties will be in Finance/Economics at both introductory and advanced level in MBA program. Applications should be submitted before January 4, 1982, to: Associate Dean Basil A. Kalymon, Faculty of Management Studies, University of Toronto, 246 Bloor Street West, Toronto, Ontario, M5S 1V4.

MARKETING

SAINT MARY'S UNIVERSITY. Marketing. Assistant or Associate Professor to begin September 1982. Ph.D. or D.B.A. (or near completion) in Marketing preferred. Successful candidate will be required to teach three half-courses (9 hours) each semester. This is a new position in a growing department. Classes are small. Research is expected and encouraged. Preferred teaching areas are Marketing Strategy and/or Channels and/or Transportation, but highly qualified candidates in other areas will be considered. Salary is competitive. Saint Mary's is a publicly-funded university with an enrolment of approximately 4,000, of which over 1,400 are commerce undergraduates and more than 120 MBA's. The University is located in a beautiful section of Halifax, with abundant sports facilities nearby. First consideration will be given to applicants who, at the time of application, are legally eligible to work in Canada. Send application to: Dr. Nathan D. Kling, Chairman, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MATHEMATICS

ROYAL MILITARY COLLEGE OF CANADA. Mathematiques. ie département de mathématiques et d'informatique offre un poste d'une durée de 18 mois normalement au niveau de professeur adjoint. 2. Le candidat aura de préférence un intérêt marqué pour l'informatique. Le doctorat est préférable mais les candidats sur le point de le terminer seront considérés. 3. Enseigner en français aux programmes de sciences et de génie. La connaissance des deux langues officielles est requise. 4. Le salaire dépendra des qualifications et de l'expérience. 5. Faire parvenir le curriculum vitae au Dr. Pierre Bussières, Assistant au Principal, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. 6. 1 janvier 1982. 7. ouvert.

MOUNT SAINT VINCENT UNIVERSITY. Department of Mathematics, Mathematics. Assistant Professor. Ph.D. Teaching undergraduate mathematics, statistics, and/or computer studies courses, and research. According to qualifications. Send curriculum vitae and names of three referees to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6; July 1, 1982. March 1, 1982. Position subject to budget approval. Immigration regulations require that only Canadian or permanent residents need apply for this position.

ACADIA UNIVERSITY. Department of Mathematics. The Department of Mathematics invites applications for a tenure track position beginning July 1, 1982. Duties will include teaching courses in statistics and probability, and research. Some experience in statistical consulting is an asset. A Ph.D. in statistical probability, operations research or another area of applied mathematics is required. Salary and rank will be commensurate with qualifications and experience. Only Canadian Citizens or Landed Immigrants will be considered for this position. A curriculum vitae and the names of three referees should be sent to: Dr. F. Chipman, Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Applications will be received until the position is filled.

QUEEN'S UNIVERSITY. Department of Mathematics and Statistics. Applications are invited for a one-year position as Research Associate commencing September 1, 1982. One or perhaps two appointments will be made subject to the availability of funds. Because of Department of Employment and Immigration regulations, only Canadian citizens or landed immigrants of Canada can be considered. Candidates should have a Ph.D. Applications are especially encouraged from those engaged in research in applied probability, combinatorics, control theory or statistics. Candidates of both sexes are equally encouraged to apply. Duties will include undergraduate teaching of no more than two courses per term, and research in areas currently of interest in our Department. The salary will depend on qualifications, but will be at least $21,000 for twelve months. To apply, send current curriculum vitae and a statement of research interest, and have three referees send letters of reference to L.L. Campbell, Head, Department of Mathematics and Statistics, Queen's University, Kingston, K7L 3N6.

McMASTER UNIVERSITY. Mathematics. Analysis. Assistant Professor, tenure-track appointment in Analysis. Ph.D. in mathematics. Only Canadians or Landed Immigrants need apply for this position. Teaching, especially at undergraduate level; and research in some topics of Analysis. Salary dependent on qualifications and experience. Minimum in 1981/82 — $21,110. Curriculum vitae and three references to: Professor T. Husain, Chairman of Math Sciences, McMaster University, Hamilton, Ontario, Canada, L8S 4K1. Starting date either July 1, 1982 or September 1, 1982. Deadline date is March 31, 1982.

UNIVERSITY OF GUELPH. Mathematics and Statistics. Applications are invited for a tenure-track position at the Associate Professor level effective September 1, 1982 or earlier. Duties include teaching and research in applied mathematical sciences, preferably combining expertise in two ot Operations Research, Numerical Analysis, Biomathematics and Statistics. Only those applicants legally eligible to work in Canada need apply for this position which is subject to final budgetary approval. Send curriculum vitae including names of three referees to W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1.

MEDICINE

THE ONTARIO CANCER FOUNDATION. OTTAWA CLINIC. Chief Physicist. A Chief Physicist is required tor the Ottawa Cancer Centre which has two divisions associated with the Ottawa Civic Hospital and the Ottawa General Hospital. Academic affiliation will be with Carleton University, Department of Physics, and Ottawa University, Department of Radiology, the latter requiring involvement in the residents teaching program. A complete armamentarium of megavoltage units, treatment planning facilities, including TP-11, Simulator and guaranteed access to a C.T. scanner, is available. The staff includes two other physicists, radiation dosimetrist, Physics assistant, complete Workshop and electronics staff. Research facilities are available within the Clinic and liaison with commercial interests would be encouraged. The Chief Physicist will head the Division of Clinical Physics and lead an active research program. Interested individuals should send a curriculum vitae and the names of three referees to: Dr. M.E. Tulloh, Director, Ontario Cancer Foundation, Ottawa Clinic, 190 Melrose Avenue, Ottawa, Ontario.

UNIVERSITY OF ALBERTA. Faculty of Rehabilitation Medicine. Department of Physical Therapy. Physical Therapists are invited to apply for a tenurable position in the Faculty of Rehabilitation Medicine. The applicant must have demonstrated an expertise in neurology and neurological sciences. Faculty members are expected to undertake research. Preference will be given to an applicant with a graduate degree. Date of commencement — July 1, 1982. Applicants should include a curriculum vitae with the names of three references. Last date for applications: January 31, 1982. University of Alberta is an equal opportunity employer. Applications should be sent to the Chairman, Department of Physical Therapy, Faculty of Rehabilitation Medicine, University of Alberta, Edmonton, Alberta, T6G 2G4.

UNIVERSITY OF SASKATCHEWAN. Faculty of Medicine. Microbiology. Regular tenure-track position as Assistant Professor. Ph.D. with experience in molecular and genetic aspects ot virology. To participate in teaching courses in virology at the undergraduate and graduate level, and to develop an active research program. Salary commensurate with experience. Send curriculum vitae, together with a list ot publications, a brief description ot research interests, and the names of three references by December 31, 1981 to: Dr. David Eidinger, Head, Department ot Microbiology, Faculty of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO. Effective date of appointment is July 1, 1982.

UNIVERSITE DE SHERBROOKE. Faculté de Médecine. Département de Microbiologie. Molecular Biologist. Applications are invited tor an Assistant Professor from individuals with major commitment toward research and whose interests are in the structure, regulation or expression of viral, or mammalian genes. Expertise in genetic engineering or enzymology-protein chemistry an asset. Knowledge of, or readiness to learn French essential. Send applications to: Dr. Pierre Bourgaux, Directeur, Département de Microbiologie, Faculté de Médecine, Centre Hospitalier Universitaire, Université de Sherbrooke, Sherbrooke, Québec, Canada, J1H 5N4.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Medical Genetics. University Title: Assistant Professor. Qualifications required: M.D.'s or Ph.D.'s with postdoctoral training and strong background in molecular genetics or eukaryotes or the application of molecular genetics to medical or related problems. Nature of duties: Appointee is expected to lead research programme in area of expertise and participate in the teaching ot molecular and cell biology. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Dr. Andrew Becker, Department of Medical Genetics, University ot Toronto, Toronto, Ontario, M5S 1A8. Effective date of appointment: April 1, 1982. Type of appointment: Tenure/Tenure Stream. Closing date for receipt of applications: December 31, 1981. Only Canadians or permanent residents need apply for this position.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Division of Neurology. The Multiple Sclerosis Research Group, Division ot Neurology, Department ot Medicine, The University of British Columbia is looking tor a Neurobiologist and Experimental Neuropathologist to work in tissue culture of human explanted brain, with an emphasis on the growth of oligodendrocytes and neuron-glial Interactions. The candidate must be experienced in the field and of such a caliber to secure long term MRC grant funding. Those Interested may contact: Dr. Donald W. Paty, Head of Neurology, The University of British Columbia, No. 222 - 2775 Heather Street, Vancouver, B.C., V5Z 3J5.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Division of Neurology. The Division ot Neurology, Department ot Medicine, The University ot British Columbia, Is looking for a Neurologist with special research interest and competence in Electromyography and Evoked Potentions to work in a group In-

terested in neuromuscular disease and demyelinating diseases. The applicant must be of a caliber as to be able to generate independent research funding. Those interested may contact: Dr. Donald W. Paty, Head, Division of Neurology, The University of British Columbia, No. 222 - 2775 Heather Street, Vancouver, B.C., V5Z 3J5. (604) 872-4646.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Division of Neurology. Neuroimmunologist. The Division of Neurology, Department of Medicine, The University of British Columbia, is looking for a clinical faculty member to conduct research in neuroimmunology and immune regulation. Emphasis will be particularly on Multiple Sclerosis. The candidate must be experienced in the field and of a caliber as to be able to secure long term MRC grant funding. Those interested may contact: Dr. Donald W. Paty, Head, Division of Neurology, The University of British Columbia, No. 222 - 2775 Heather Street, Vancouver, B.C., V5Z 3J5. (604) 872-4646.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Medical Genetics. Hospital Department: Biochemistry. University Title: Post Doctoral Fellow. Hospital Title: Post Doctoral Fellow. 3 positions. Qualifications Required: (a) Ph.D. or equivalent, (b) A background in animal models of metastasis and quantitative assays of metastatic potential or a background in the isolation and structural identification of cell surface glycopeptides and oligosaccharides or a background in somatic cell genetics. Nature of Duties: To conduct research within a multi-disciplinary group funded by a Terry Fox Special Initiatives Grant from the National Cancer Institute of Canada. Salary: NCI levels, three-year support available. 1st year after receipt of Ph.D. degree — $14,100; 2nd year after receipt of Ph.D. degree — $15,100; 3rd year after receipt of Ph.D. degree — $16,100. Person to Whom Enquiries Should be Sent: Either: Harry Schachter, Dept. of Biochemistry, Research Institute, Hospital for Sick Children, Toronto, Ontario, M5G 1X8 or: Jeremy Carver, Dept. of Medical Genetics, Medical Sciences Buil., University of Toronto, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: As soon as possible after closing date. Term of Award: 3 years. Closing Date for Receipt of Applications: December 31, 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Medical Genetics. Hospital Department: Department of Biochemistry. University Title: Asst. or Assoc. Prof. Hospital Title: Asst. or Assoc. Prof. Qualifications Required: (a) appropriate experience (b) a background in the isolation and structural identification of cell surface glycopeptides and oligosaccharides. Nature of Duties: To conduct independent research programmes in area of expertise as applied to the investigation of the molecular basis of metastasis. Start-up funds will be provided for personnel, equipment end supplies. Opportunities for eventual permanent staff positions are excellent. This research will be conducted within a multidisciplinary group funded for 5 years by a Terry Fox Special Initiatives Grant from the National Cancer Institute of Canada. Salary: Commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: Either: Harry Schachter, Dept. of Biochemistry, Research Institute, Hospital for Sick Children, Toronto, Ontario, M5G 1X8 or: Jeremy Carver, Dept. of Medical Genetics, Medical Sciences Bldg., University of Toronto, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: As soon as possible after closing date: Type of Appointment: This is a full-time position and is annual for 5 years. Closing Date for Receipt of Applications: Dec. 31, 1981. Canadian citizens or permanent residents will be given preference for this position.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Medical Genetics. Hospital Department: Dept. of Biochemistry. University Title: Asst. or Assoc. Professor. Hospital Title: Asst. or Assoc. Professor. Qualifications Required: (a) appropriate experience (b) a background in animal models of metastasis and quantitative assays of metastatic potential. Nature of Duties: to conduct independent research programmes in area of expertise as applied to the investigation of the molecular basis of metastasis. Start-up funds will be provided for personnel, equipment and supplies. Opportunities for eventual permanent staff positions are excellent. This research will be conducted within a multidisciplinary group funded for 5 years by a Terry Fox Special Initiatives Grant from the National Cancer Institute of Canada. Salary: commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: Either: Harry Schachter, Dept. of Biochemistry, Research Institute, Hospital for Sick Children, Toronto, Ontario, M5G 1X8 or: Jeremy Carver, Dept. of Medical Genetics, Medical Sciences Bldg., University of Toronto, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: As soon as possible after closing date. Type of Appointment: Annual for five years. This is a university status-only position, salary funded from grant through Hospital for Sick Children. Closing Date for Receipt of Applications Dec. 31, 1981.

QUEEN'S UNIVERSITY AND KINGSTON GENERAL HOSPITAL. Department of Pethology. A position in Anatomical Pathology will be available July 1, 1982. Candidates must be certified in General or Anatomical Pathology by the Royal College of Physicians and Surgeons of Canada, and be eligible for Ontario licensure. The position includes Autopsy and General Surgical Pathology, with particular responsibility for nephropathology and immunohistochemistry. The individual will be required to develop undergraduate and residency teaching programs and an independent - research program in nephropathology. In compliance with Department of Employment and Immigration regulations, only Canadians or landed Immigrants need apply for this position. Applications are to be directed to David M. Robertson, M.D., Professor and Head, Department of Pathology, Queen's University, Kingston, Ontario, K7L 3N6.

THE UNIVERSITY OF ALBERTA. Faculty of Rehabilitation Medicine. Divison of Occupational Therapy. Position: Assistant Professor. Qualifications required: The candidate should be an occupational therapist with a master's degree (doctorate preferred) and a strong clinical background in physical disabilities and rehebilitation. Teaching experience desirable. Duties: The successful candidate will be primarily responsible for teaching in the undergraduate and proposed graduate programs and also establish a research program in the area of physical dysfunction. The University is an equal opportunity employer, but because of the requirements of Canada Employment & Immigration, preference will be given to citizens and permanent residents of Canada. Applications, together with curriculum vitae and the names of three references, should be submitted by February 15, 1982 to: Dean F.B. Wilson, Faculty of Rehabilitation Medicine, The University of Alberta, 316 Corbett Hall, Edmonton, Alberta, T6G 1G4. Effective date of appointment: July 1, 1982 (pending funds).

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Banting & Best Department of Medical Research. University title: Research Associate. Qualifications required: Ph.D. and experience in protein biosynthesis and molecular genetics preferred. Nature of Duties: Research on the mechanism of protein biosynthesis. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Prof. M.C. Wanoza, Banting & Best Dept. of Medical Research, 112 College Street, University of Toronto, Toronto, Ontario, M5G 1L6. Effective date of Appointment: March 1, 1982. Type of Appointment: annual. Closing Date for receipt of Applications: January 31, 1982 (applicants should send C.V. and three letters of reference).

McMASTER UNIVERSITY. Department of Medicine. Gastroenterology. The McMaster University Department of Medicine invites applications for a senior academic gastroenterologist position. Must be capable of independent research. Based in the McMaster University Medical Centre with involvement in and responsibility for regional gastroenterological programmes at other teaching hospitals. Only those legally entitled to work in Canada will be considered for this position. Apply with curriculum vitae, to Dr. J. Hirsh, Chairman, Department of Medicine, McMaster University Medical Centre, Hamilton, Ontario, L8N 3Z5.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Clinical Biochemistry. University Title: Research Associate. Qualifications required: Ph.D. — Research experience in Isolation of Nucleic Acids and Chromatin Proteins, preferably from human materials. Nature of Duties: Continue research already underway in the study of gene expression in eukaryotic cells. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Professor C.C. Liewm, Department of Clinical Biochemistry, University of Toronto, 100 College Street, Banting Institute, Toronto, Ontario, M5G 1L5. Effective date of Appointment: A.S.A.P. Type of Appointment: Clinical Appointment — annual. Closing Date for receipt of Applications: December 31, 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Paediatrics. Hospital Department: Paediatrics. University Title: Assistant Professor. Hospital Title: Paediatric Nephrologist. Qualifications required. Paediatric Nephrologist. Nature of Duties: Shared duties with three full-time staff in teaching, consultations, sub-specialty ward supervision, Dialysis-Transplant Program (20-30 transplants per year). Salary: To be negotiated and dependent on experience. Person to whom enquiries should be sent: Dr. C.P. Rance, Chief, Division of Nephrology, Hospital for Sick Children, 555 University Avenue, Toronto, Ontario. Effective date of Appointment: January 1, 1982. Type of Appointment: Clinical Appointment — annual. Closing Date for receipt of Applications: December 31, 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department. Physiology. University Title: Assistant Professor. Qualifications required: M.D. or Ph.D. or equivalent degree with training in the area of Endocrinology with particular expertise in Neuroendocrinology. Nature Of Duties: Assistant Professor of Physiology. The applicant will be requred to develop and establish a programme of research; to undertake training and supervision of graduate students; and to participate in teaching of medical students, undergraduate and graduate students in physiology. Salary: $23,600. Person to whom enquiries should be sent: Professor H.L. Atwood, Chairman, Department of Physiology, Faculty of Medicine, Medical Sciences Building, University of Toronto, Toronto, Ont., M5S 1A8, Canada. (Applicants should send curriculum vitae and names of three references). Effective date of Appointment: July 1, 1982. Type of Appointment: Tenure/Tenure Stream. Closing Date for receipt of Applications: March 31, 1982.

McMASTER UNIVERSITY. Faculty of Medicine. Department of Obstetrics and Gynecology. Applications are invited from investigators with an M.D. and/or Ph.D. degree who have had research experience in human reproduction. Applicants must have extensive training and research experience and an established record as a senior investigator in research related to human sperm physiology and fertilization; be capable of attracting research funds and be willing to participate in the clinical investigation of male infertility. The applicant will be required to take part in undergraduate and postgraduate education. Salary and academic rank will be dependent upon training and experience. Effective date of employment to be negotiated. Applications are to be received by the Chairman, Department of Obstetrics and Gynecology, McMaster University Medical Centre, 1200 Main St. W., Hamilton, Ontario, not later than December 31, 1981. Only those legally entitled to work in Canada will be considered for this position.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department — Nutritional Sciences. University Title — Assistent Professor. Qualifications required — Ph.D./MD and appropriate post doctoral experience in Nutritional Biochemistry, research interest in energy metabolism would be an asset. Nature of Duties — The successful candidate will be expected to develop a vigorous program of research relating to human nutritional biochemistry. Teaching of medical students and graduate students will be required. Salary — $23,600.00. Person to whom inquiries should be sent: Dr. M.T. Clandinin, Dept. of Nutritional Sciences, Faculty of Medicine, University of Toronto, 150 College St., Toronto, M5S 1A8. Effective Date of Appointment: July 1, 1982. Type of appointment: Tenure/Tenure stream. Closing date for receipt of applications: Appointment available until filled.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Paediatrics. Hospital Department: Paediatrics. University Title: Assistant Professor (3 positions vacant). Hospital Title: Paediatric Perinatologist. Qualifications required: F.R.C.P.(C) in Paediatrics. Minimum 2 years specialty training in neonatology including experience in a perinatal setting. Research experience in perinatology. Nature of Duties: One of a team of 3 paediatric perinatologists in a University high risk perinatal unit with 400 deliveries/year, 30 teriary and 20 intermediate neonatal beds. Duties include shared supervision of neonatal service, undergraduate and postgraduate teaching, and active participation in basic or clinical research in perinatal medicine. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Dr. P.M. Fitzhardinge, Chief of Paediatrics, Mount Sinai Hospital, 600 University Avenue, Toronto, Ontario. Effective date of Appointment: April 1, 1982. Type of Appointment: Clinical Appointment — annual. Closing Date for receipt of Applications: December 31, 1981.

MUSIC

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Music. Rank: Assistant Professor — three-year Limited Term. Qualifications: Ph.D. in music education; expertise in psychology of music, experimental research methodology and statistics. Duties: Teaching graduate courses in experimental research; thesis advising; teaching appropriate undergraduate courses. Salary: Commensurate with experience and qualifications. Date of Appointment: July 1, 1982. Deadline for applications: Dec. 30, 1981. Applications should be addressed to Dr. Harold Fiske, Chairman, Music Education Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7 and should contain a detailed curriculum vitae together with names of three referees. Canadian Immigration regulations require that only Canadians or Landed Immigrants to Canada need apply for this position.

McGILL UNIVERSITY. Faculty of Music. Assistant Professor. Master's degree in Sound Recording; Professional Recording Studio and Music P.A. experience; university teaching experience in Sound Recording at both graduate and undergraduate levels. To teach and supervise a graduate program in sound recording. Salary $28,000.00. Send curriculum vitae and three letters of reference to Professor D.B. Minorgan, Acting Dean, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, Quebec, H3A 1E3. Position effective when filled. Closing date for applications is December 31, 1981.

SIMON FRASER UNIVERSITY. Centre for the Arts. Simon Fraser University expects to appoint a full-time, tenure track faculty member in music at the rank of Assistant Professor to begin teaching duties September 1, 1982. This is a new appointment functioning within the minor program in contemporary music. Primary duties of the position are to teach contemporary music composition and performance within an interdisciplinary arts context. Preference will be given to composers actively working with instrumental and electronic music who also have a strong teaching interest. A specialization in at least one of the areas of tape, electronic, or computer music is necessary. A broad background in related arts is also desirable. The qualified candidate should hold a Masters degree in music or equivalent, with a strong background in contemporary music. Simon Fraser is particularly interested in receiving applications from Canadians or those with substantial Canadian experience. Preference will be given to candidates eligible for employment in Canada at the time of application. Letters of application, curriculum vitae, and names of three referees should be received by January 15, 1982, and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

THE UNIVERSITY OF LETHBRIDGE. Department of Music. One position as Assistant Professor of Strings (violin/viola). Duties to include studio instruction in upper strings, undergraduate courses in music literature/theory, performance as a solo and chamber recitalist. Master's degree minimum. Significant experience as a teacher in strings in an undergraduate university context. Active performance profile. Broad knowledge of string literature and styles. Performance and teaching experience on early string instruments an asset. Expertise in an area of music history and/or theory. Salary Schedule (1981-82) Minimum Assistant Professor — $24,204. Applications including a curriculum vitae, transcripts, and three letters of reference should be sent to: Dr. John Jackson, Chairman, Department of Music, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tenure track

position, probationary appointment to begin July 1, 1982, subject to funding. Closing date: when filled.

NURSING

UNIVERSITY OF NEW BRUNSWICK. Faculty of Nursing. Positions available July 1, 1982 in a baccalaureate program. (1) Pediatric nursing, teaching second and third year students in classroom and acute care clinical setting. The clinical teaching is with a group of students and as part of a teaching team. (2) Community nursing classroom and clinical teaching with groups of first and second year students as part of a teaching team. Master's degree essential. Salary commensurate with education and experience. Write: Dean I. Leckie, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Nursing. Applications are invited for teaching positions in undergraduate and graduate programs. Rank Open. Master's or doctorate degree required. Preference will be given to candidates with teaching experience and clinical specialization. Candidates must be eligible for registration in Ontario. Salary commensurate with preparation and in accordance with The University of Western Ontario Policies. Appointments are subject to availability of funds. Please send complete résumé to: Dr. Beverlee Cox, Dean, Faculty of Nursing, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 5C1. Canadian Immigration regulations require that only Canadians or Landed Immigrants to Canada need apply for these positions.

UNIVERSITY OF BRITISH COLUMBIA. School of Nursing. Two senior and several junior faculty positions will be available from July 1982 and applications are invited from qualified candidates. For the senior positions, a doctoral degree is desirable and experience in the clinical field and in teaching are required as well as research experience. For the Junior positions, a minimum of a master's degree in nursing and some clinical experience are required. Candidates must be eligible for registration with the R.N.A.B.C. Salary and rank depend on experience and qualifications. Write to Dr. Marilyn Willman, Director, School of Nursing, University of British Columbia, 2194 Health Sciences Mall, Vancouver, B.C. V6T 1W5.

OCCUPATIONAL THERAPY

THE UNIVERSITY OF ALBERTA. Department of Occupational Therapy. An instructor in the therapeutic use of creative arts (drama/dance) is required for an undergraduate half course July 5-23, 1982. Qualifications: Dip.Soc. Anthrop; RDth(Psych) and three years teaching experience in dramatherapy with a multidisciplinary group. The University is an equal opportunity employer; preference will be given to Canadian citizens and permanent residents. Applications with vitae and three references should be submitted by December 30, 1981 to the Chairman, Department of Occupational Therapy, The University of Alberta, Edmonton, T6G 2G4.

OTOLARYNGOLOGY

UNIVERSITY OF WESTERN ONTARIO. Department of Otolaryngology. Physiology. The Department of Otolaryngology at the University of Western Ontario invites applications for an endowed position as an Assistant Professor. This is primarily a research position with limited teaching duties in the Department of Otolaryngology and by cross-appointment in the Department of Physiology. The applicant should have a Ph.D. degree, post-doctoral or equivalent experience in electrophysiology, and an interest in pursuing cochlear or vestibular research. Experience in morphological techniques would be an asset. Opportunities exist for interaction with an existing active otologic research program. Interested persons should forward their curriculum vitae, the names of three references, and a summary of their research interests to: Dr. Hans Heeneman, Chairman, Department of Otolaryngology, University of Western Ontario, London, Ontario, Canada N6A 4G5.

PHILOSOPHY

UNIVERSITY OF TORONTO. Department of Philosophy. Position: Assistant Professor (3-year contractually-limited term appointment). Qualifications: Ph.D. or equivalent, with a specialization in logic. Duties: Undergraduate and graduate teaching of logic and related areas. Salary: competitive. Applications, including letters from at least three academic referees, should be sent to Prof. John G. Slater, Acting Chairman, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Preference will be given to those eligible to work in Canada at time of application. Appointment Effective: 1 July, 1982. Application Deadline: 1 January, 1982.

YORK UNIVERSITY. Faculty of Arts. Senior appointment in the Department of Philosophy, Faculty of Arts, York University, with effect from September 1982, to teach graduates and undergraduates. Candidates should have published work of originality and distinction. Though we seek an excellent all-rounder, special interest in one or more of the following would be welcome: Ancient Philosophy, Philosophy of Social Science, Philosophy of Law, Political Philosophy, History of Philosophy. The appointment is subject to final budgetary approval. Only Canadians or Landed Immigrants to Canada need apply for this position. Applications with curriculum vitae and names of three referees should be sent to: Chairman, Department of Philosophy, York University, 4700 Keele Street, Downsview, Ontario, Canada. M3J 1P3. Deadline for application December 31, 1981.

POLITICAL SCIENCE

YORK UNIVERSITY. Political Science. International Relations. The Department of Political Science in the Faculty of Art at York University invites applications for a 3-year contractually limited appointment at the rank of Assistant Professor, commencing July 1982. Requirements: Ph.D. or equivalent in International Relations. Duties: To undertake research and offer courses in two of the following areas: Strategic Studies, Cana dian Foreign Policy, Canadian Defence Policy. Salary: $21,040 (1981 floor for Assistant Professors). Deadline: When filled. Application: Curriculum vitae with names of three referees to: Professor H.M. Stevenson, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

PSYCHOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Cognitive Psychologist. Applications are invited for a tenurable faculty appointment at the assistant professor level (salary range 1980-81 $21,120 to $27,144, under review), effective July 1, 1982. Applicants in all areas of cognitive psychology will be considered. Applicants should have demonstrated considerable achievement and promise as a scholar, with a commitment to the development of a strong research program. In addition to research, responsibilities include teaching at both the graduate and undergraduate levels and supervision of student research. Send curriculum vitae and three letters of recommendation to: Dr. T. Wishart, Chairman, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0WO.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Psychology. Subject to budgetary approval, three positions at the assistant professor rank, some tenure track. Demonstrated research capability required in one of the following areas: 1. Applied Psychology, preferably clinical or counselling (ability to teach marital and family therapy and/or group counselling desirable but not essential); 2. Measurement and Statistics, strength in theoretical and applied interests; 3. Social and Personality. Positions are effective July 1, 1982. Send vitae, representative publications, and at least three letters of recommendation to: Dr. W.J. McClelland, Chairman, Department of Psychology, The University of Western Ontario, London, Ontario, N6A 5C2. Canadian Immigration regulations require that only Canadians or landed Immigrants to Canada need apply for these positions.

PUBLIC ADMINISTRATION

UNIVERSITY OF VICTORIA. School of Public Administration. The School of Public Administration, University of Victoria, invites applications for senior positions in the fields of labour relations, financial management, or management theory and policy analysis. Candidates selected will have a strong theoretical background in the relevant academic disciplines, coupled with substantial experience in practical applications, and a significant research record. A serious interest in teaching and in developing the University's contribution to the formation of public policy will be essential. Canadian citizens will be given preference. Rank: Professor. Salary. To be negotiated, commensurate with qualifications. Date of Appointment: July 1982 or later. Closing date for applications for 1982/83 academic year: January 31, 1982. Applications should be mailed to: Dr. A.R. Dobell, Director, School of public administration, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2.

RELIGIOUS STUDIES

UNIVERSITY OF ST. JEROME'S COLLEGE. Department of Religious Studies. Applications are invited for the position of Assistant Professor in Religious Studies. The qualifications required: Ph.D. or equivalent academic qualifications. Area of specialization should be the New Testament, but candidates should also be able to teach in other areas as, for instance, Catholic Theology. Teaching effectiveness with undergraduate students, and with mature students in special summer programmes and extension courses, is of primary importance, but promise of scholarship must be present as well. Starting date of appointment: July 1, 1982. Salary: Assistant Floor, $21,900, or negotiable according to experience. Applications should be mailed to: Dr. Peter J. Naus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by the position.

McMASTER UNIVERSITY. Department of Religious Studies. The Department of Religious Studies, McMaster University, has a contractually-limited position at the Assistant Professor level, commencing July 1, 1982, for two years in the area of Psychology and Religion. Salary commensurate with qualifications and experience. The candidate will be a participant in the Religion and Society section of the Department and will teach courses on the uses of psychology in understanding religion. Candidates are expected to have a Ph.D. degree (or expected in 1982). Interest in Eastern and Western religious traditions, social phenomena, such as modern cults, and related topics will be helpful. Canadian immigration regulations now require the University to invite and assess applications from Canadian citizens and permanent residents of Canada before inviting and assessing applications from other persons. Applications will be accepted until January 15, 1982. Applications, including curriculum vitae, special interests, and names of referees should be forwarded to: Dr. G. Vallée, Chairman, Department of Religious Studies, McMaster University, Hamilton, Ontario, L8S 4K1.

RURAL PLANNING

UNIVERSITY OF GUELPH. School of Rural Planning and Development. Environmental Systems Planner/Geographer. A faculty position is to be filled with a joint appointment in the new University School of Rural Planning and Development and the Department of Geography. The individual occupying this position should be qualified in environmental systems analysis and planning with special competence in climatological and hydrological systems. The position will combine teaching, research and extension activities in these two units, at the graduate and undergraduate levels. The School of Rural Planning and Development serves all of the University of Guelph in offering and co-ordinating graduate programs and research in the natural resources, rural development and rural planning. The Department of Geography combines work in all aspects of physical and human geography with a faculty of 16. Applicants should have the Ph.D. degree, preferably with some interest and experience in planning. Salary is dependent upon qualifications and rank will be at the Assistant or Associate Professor levels. Send full curriculum vitae and the names and addresses of three references to: Dr. Mark Lapping, Director, University School of Rural Planning & Development, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position is subject to budget availability and will remain open until the successful candidate is engaged. Only those applicants legally eligible to work in Canada need apply.

UNIVERSITY OF GUELPH. School of Rural Planning and Development. Regional Science/Economist-Rural Development. A faculty position is to be filled with a joint appointment in the University School of Rural Planning and Development and the School of Agricultural Economics and Extension Education. The individual occupying this position should be qualified in regional economics/regional science, with some training in resource and land economics, and with a substantial interest in planning in rural regions. The position will combine teaching, research and extension in these two academic units, at the graduate and undergraduate levels. The School of Rural Planning and Development serves all of the University of Guelph in co-ordinating graduate programs and research in natural resources, rural development and rural planning. The School of Agricultural Economics and Extension Education combines Agricultural Economics, Resource Economics, Extension Education, Rural Development and Agro-Business with a faculty of 28. Applicants should have knowledge of a wide range of quantitative techniques of analysis for rural and resource systems. Qualifications should include the Ph.D., preferably with some training and experience related to planning. Salary is dependent upon qualifications and it is anticipated that the post will be filled at the Assistant Professor level. Send full curriculum vitae and names and addresses of three referees to: Dr. Mark B. Lapping, Director, University School of Rural Planning and Development, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position is subject to budget availability and will remain open until the successful candidate is engaged. Only those applicants legally eligible to work in Canada need apply.

SOCIAL WORK

CARLETON UNIVERSITY. School of Social Work. Subject to budgetary restrictions, the School of Social Work seeks applications for a faculty position for 1982-83. The appointment will be in the preliminary category; all ranks are open. Duties include: teaching the core course, Social Policy and Administration and elective courses, responsibility for field placements, and supervising research. Qualifications: Ph.D. preferred, extensive experience in planning and management positions, and a record of research and publications. Send applications to: Dr. L. Rutman, Chairperson, Search Committee, School of Social Work, Carleton University, Ottawa, Ontario, K1S 5B6. As required by Employment and Immigration Canada regulations, only Canadians or Landed Immigrants to Canada need apply for this position.

CARLETON UNIVERSITY. School of Social Work. Subject to budget approval, faculty position in the area of direct intervention which would include working with individuals, families, groups and communities. Other teaching responsibilities include field consultation and supervision of research. Ph.D. or equivalent preferred. Apply to Dr. L. Rutman, Director, School of Social Work, Carleton University, Ottawa, Ontario, K1S 5B6. Only Canadians or landed immigrants to Canada need apply for this position.

SOCIOLOGY/ ANTHROPOLOGY

UNIVERSITY OF NEW BRUNSWICK. Department of Sociology. Applications are being accepted for tenure-track position. Areas open. Appointment subject to budgetary provision. Salary range is $23,002. - $32,685. for Assistant Professor. Application and three letters of reference should be sent to Dr. Peter McGahan, Chairman, Department of Sociology, University

of New Brunswick, Bag Service No. 45555, Fredericton, New Brunswick, E3B 6E5.

UNIVERSITY OF GUELPH. Department of Sociology and Anthropology. The Department of Sociology and Anthropology of the University of Guelph has been authorized to invite applications for a probationary appointment beginning September 1, 1982, at the rank of Assistant Professor. Specialization sought is in the area of Deviance, Criminology, Criminal Justice and Corrections. Appropriate academic qualifications are required and only those persons who are legally entitled to work in Canada need apply. Among qualified applicants, a primary consideration will be commitment to undergraduate teaching. Offer of appointment is subject to final budgetary approval. Applications should be sent to: Dr. Wayne E. Thompson, Professor and Chairman, Sociology and Anthropology, University of Guelph, Guelph, Ontario. N1G 2W1.

SOIL SCIENCE

THE UNIVERSITY OF ALBERTA. Department of Soil Science. A Technologist is required for the Department of Soil Science, The University of Alberta. Responsibilities: Work independently on research related to x-ray microprobe, x-ray diffraction, x-ray microcamera, SEM and EDS systems and apply techniques to genetic studies; must be familiar with Solonetzic soils, particularly of the Great Plains Region; able to prepare micro-sections; conduct micromorphological investigations; conduct wet chemical analyses (organic and inorganic). Qualifications: M.Sc. in Soil Mineralogy and Chemistry, or equivalent, plus previous related experience. Salary: Approximately $19,500/annum. Duration: Commencing December 1, 1981 or as soon as possible thereafter, for nine months to one year, dependent upon availability of research funds. Applications, including a detailed résumé, should be sent to: Dr. S. Pawluk, Department of Soil Science, The University of Alberta, Edmonton, Alberta, T6G 2E3. Canadian citizens and permanent residents will be given preference.

THEATRE

SIMON FRASER UNIVERSITY. Centre for the Arts. Theatre. Simon Fraser University expects to make a full-time faculty position in theatre. Primary duties of the position are to provide systematic training for actors and to direct student productions. Additional skills in practical theatre are desirable. Qualifications should include substential professional experience and/or a strong academic background. Teaching experience is essential. We seek an individual with wide knowledge of theatre practice and theatre litterature. Candidates should be prepared to assist in the development of an emerging theatre program and to accept full faculty responsibilities within an interdisciplinary department of fine and performing arts. Depending on qualifications, the appointment will be made at the rank of Assistant or Associate professor. Duties to begin September 1, 1982. Simon Fraser is particularly interested in receiving applications from Canadians or those with substantial Canadian experience and preference will be given to candidates eligible for employment in Canada at the time of application. Letters of application, curriculum vitae, and names of three referees should be received by December 31, 1981, and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

TRADUCTEURS

UNIVERSITE D'OTTAWA. Faculté des Arts. Ecole de traducteure et d'interprètes. 2 Postes: Professeurs de traduction vers le français. Un poste réguller et un poste de remplaçant pour un an (ce dernier poste est sujet à l'epprobation budgételre). Reng à déterminer selon les titres et l'expérience des candidets. Exigences: Diplôme: Doctorat en traduction ou dans une discipline connexe, ou maîtrise evec expérience pertinente. Expérience: Il est souhaitable que les cendidats elent été traducteur, réviseur ou rédacteur professionnel, et qu'ils elent déjà enseigné la traduction. Fonctions: Donner des cours de traduction vers le français et des cours de rédaction française et de révision à des étudiants francophones et anglophones inscrits à un programme professionnel de baccalauréat spécialisé en traduction. Possibilité d'animer, au niveau de la maîtrise, un séminaire de recherche. Mener des recherches théoriques et appliquées en traduction. Traitement: Selon le rang et l'expérience. Date d'entrée en fonction: le 1er juillet 1982. Prière d'envoyer candidature avant le 15 janvier à: Roda P. Roberts, Directeur, Ecole de traducteurs et d'interprètes, 5, rue Hastey, Ottawa, Ontario, K1N 6N5.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Ontario Veterinary College. The Department of Clinical Studies. The Department of Clinical Studies of the Ontario Veterinary College, University of Guelph requires an Assistant Professor in the area of Theriogenology as of October 1, 1981. The main duties of the incumbent will be to teach theriogenology at the undergraduate and graduate level and participate in fulfilling the service and research commitments in the area of theriogenology. The applicant must be eligible to be licensed to practice in the Province of Ontario. Advanced degree, teaching experience and Board certification or eligibility for Board certification would be desirable. Salary will be commensurate with experience and qualifications. Position is subject to budgetary approval. Only those applicants legally eligible to work in Canada need apply. Enquiries regarding the position can be made to: Dr. M.R. Wilson, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

ZOOLOGY

UNIVERSITY OF TORONTO. Department of Zoology. Assistant Professor, Tenure Stream, Ph.D. in invertebrate physiology with interests in neurosecretion, membrane function or cellular neurobiology. One-two years post-doctoral experience desirable. Successful applicant will be required to maintain an active research programme; to undertake training of graduete students and participate in undergreduate teaching. Commensurate with experience. Professor D.F. Mettrick, Chairman, Department of Zoology, University of Toronto, Toronto, M5S 1A1. Candidates should send curriculum vitae and names of three referees. Only Canadien citizens, permanent residents and others eligible for employment in Canada at the time of application need apply. Effective date July 1, 1982. Closing date for applications January 15, 1982.

MISCELLANEOUS

U.K. COTTAGE FOR RENT. Furnished, centrally heated 3 b'room cottage for rent from Jan. '82, edge Peak District. 1/2 hr. Sheffield Univ. $500 mo. contact: C. Knapper, 1 Chapel Lane, Totley, Sheffield, S17 4AL, England. Phone (0742) 351760.

REGENCY TERRACE FLAT FOR RENT. Exeter, Devon. Next Univ. Newly renovated. Spacious. Three bedrooms. Central heating. New appliances. May 1, 1982 through academic year '82-'83. Telephone (416) 923-1806 or write C. Gardner, 338 Carlton St., Toronto, Ont. M5A 2M1.

LATE ADS

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. A vacancy for a full-time faculty member exists in the Division of Oral Medicine/Oral Diagnosis, College of Dentistry, University of Saskatchewan. Applicants should have postgraduate training in, or related to, Oral Diagnosis/Oral Medicine, and should be eligible for licensure with the College of Dental Surgeons of Saskatchewan. Responsibilities include teaching undergraduate courses related to oral medicine/oral diagnosis, supervision of related clinical activities and cooperating with other faculty when screening patients for college teaching clinics. Research facilities are available and the adjacent University Hospital dental residency program may provide useful resources. Consulting and practice privileges to a maximum of two half days per week are permitted, either on or off base. An intramural practice unit is provided for faculty who wish to utilize on base facilities. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes by January 31, 1982 to: Dean E.R. Ambrose, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. A vacancy exists for a full-time faculty member in the Divisions of Operative Dentistry and Biomaterials Sciences, Department of Restorative and Prosthetic Dentistry, College of Dentistry, University of Saskatchewan. Graduate qualification at the Masters level in a related discipline and/or teaching and practice experience in restorative dentistry preferred. Duties include teaching preclinical and clinical operative dentistry, coordinating teaching and research in dental materials science and applied research and publication related to clinical disciplines. Consulting and practice privileges to a maximum of two half days per week are permitted, either on or off base. An intramural practice unit for faculty who wish to utilize on base facilities is provided. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes by January 31, 1982 to: Dean E.R. Ambrose, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITY OF SASKATCHEWAN. Faculty of Medicine. Microbiology. Regular tenure-track position as assistant professor. Ph.D. with experience in cellular or tumor immunology. To participate in teaching courses in immunology at the undergraduate and graduate level, and to develop an active research program. Salary commensurate with experience. Send curriculum vitae, together with a list of publications, a brief description of research interests, and the names of three references by January 15, 1982, to: Dr. David Eldinger, Head, Department of Microbiology, Faculty of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITY OF SASKATCHEWAN. College of Law. The College of Law, University of Saskatchewan, invites applications for one year term appointments and any tenurable positions that may become vacant with effect from July 1, 1982. Assistant Professor will be the likely level of appointment. A graduate degree in law, significant experience in practice or equivalent is required. Salary will be commensurate with qualifications and experience. Applications, accompanied by a detailed curriculum vitae and the names of three referees, should be addressed to: Dean Donald H. Clark, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITE LAURENTIENNE. Ecole des Traducteurs et Interpretes. Un poste de professeur de Traduction de l'Anglais vers le Français est a pourvoir, sous reserve d'approbation budgetaire, au rang de professeur adjoint ou agregé, possibilité de poste a l'essai. Candidatures feminines et masculines egalement acceptés. Egalement un poste de remplacement de congé sabbatique, sous reserve d'approbation budgetaire. Les candidats auront un grade en traduction (Maîtrise minimum) ou dans un domaine equivalent, l'expérience professionnelle de la traduction, de la terminologie et de l'interpretation est désirable. Les responsabilités comporteront l'enseignement de la traduction de l'Anglais vers le Français, générale et spécialisée, et de la terminologie, ou de la prise de notes et de l'interpretation, egalement direction de memoires de specialisation. Traitement et rang en rapport avec l'expérience, et selon les normes de la convention collective. Entrée en fonction: 1 juillet 1982. Faire parvenir une demande, avec un curriculum vitae et le nom de trois répondants au Président du Comité du Personnel de l'Ecole, Ecole des Traducteurs et Interpretes, Université Laurentienne, Sudbury, Ontario, P3E 2C6 avant le 31 janvier 1982. Il sera tenu compte en premier lieu des candidatures des citoyens Canadiens et des Immigrants Reçus.

LAURENTIAN UNIVERSITY. School of Translators and Interpreters. Applications are invited for a position at the Assistant or Associate professor level, possible tenure stream, subject to budgetary approval. This position is open to men and women. The candidate will hold a degree in translation (minimum M.A.) or a related field, and preferably have professional experience in translation or terminology or interpretation. Duties will include the teaching of translation from French into English, at the general and specialized level, and of terminology or note-taking or interpretation, also supervision of graduate projects. Salary and rank commensurate with experience, and in accordance with the collective agreement. Duties will begin on July 1, 1982. Applications, including C.V. and names of three referees to be sent to the Chairman of the School Personnel Committee, School of Translators and Interpreters, Laurentian University, Sudbury, Ontario, P3E 2C6 by January 31, 1982. In the first instence, only Canadians and Landed Immigrants need apply for this position.

QUEEN'S UNIVERSITY. Department of Geography. Two positions, commencing September 1, 1982. Ph.D. required, salary according to University scale. Applications are invited from those whose teaching and research interests will enhance our programme at the undergraduate and graduate levels in the following areas: (i) Geomorphology with preference given to candidates with interests in glacial, periglacial or fluvial processes. Renewable appointment, rank according to qualifications; (ii) Urban and economic geography. Preference will be given to candidates with interests in transportation geography but candidates with other interests are encouraged to apply. A non-renewable appointment for up to two years at the assistant professor level. Department of Employment and Immigration regulations specify that only Canadians or Landed Immigrants to Canada can be considered. Candidates of either sex are encouraged equally to apply. Applications, together with full curriculum vitae and the names of three referees should be submitted to: Dr. Brian S. Osborne, Department of Geography, Queen's University, Kingston, Ontario, K7L 3N6.

QUEEN'S UNIVERSITY. St. Mery's of the Lake Hospital. Department of Geriatric and Continuing Care Medicine. Geriatrician for St. Mary's of the Lake Hospital, Kingston, Ontario, Canada. The Department of Geriatric and Continuing Care Medicine at St. Mary's of the Lake Hospital, a Queen's University affiliated institution, has an opening for a physician, a certificant in Internal Medicine with special interests in Geriatrics, to participate in a program of patient care, teaching, and research. Salary and academic rank will be commensurate with training and experience. Only Canadians or Landed Immigrants to Canada need apply for this position. Candidates of both sexes are equally encouraged to apply. Application and curriculum vitae, along with names and addresses of three referees, should be sent to: Gilbert Rosenberg, M.D., Physician-In Chief, Department of Geriatric and Continuing Care Medicine, St. Mary's of the Lake Hospital, 340 Union Street, Box 3600, Kingston, Ontario, Canada, K7L 5A2.

UNIVERSITY OF GUELPH. Department of Botany and Genetics. Applications are invited from qualified individuals with post-doctoral experience to join the Department in a tenure-track position to participate in the graduate and undergraduate teaching programs of the Department. Research areas of particular interest are human or molecular genetics, although other areas will also be considered. The successful applicant will join an active, diverse group of six other geneticists and should be prepared to establish a productive research program. The salary and rank will be commensurate with experience. Only those applicants legally eligible to work in Canada need apply. Subject to final budgetary approval. Submit curriculum vitae, résumé of research, and the names and addresses of three references before January 1982 to: Professor W.G. Barker, Chairman, Department of Botany and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1.

NIPISSING UNIVERSITY COLLEGE. Faculty of Arts. Applications are invited for a sessional appointment (1 August 1982 — 31 May 1983) in Philosophy to replace a faculty member on sabbatical leave. Applicants with a Ph.D. and university teaching experience will be given preference. Salary is dependent upon qualifications and experience. Courses to be taught include Introductory Philosophy and two upper year courses. Subject to availability of funds. Send curriculum vitae including names of three referees to Dr. R. Brozowski, Acting Deen of Arts, Nipissing University College, North Bay, Ontario, P1B 8L7.

UNIVERSITY OF VICTORIA. Department of English. The Department of English invites applications for a tenure-track appointment at the level of Assistant Professor, to take effect from 1 July 1982. Candidates should have a primary interest in the field of composition/technical writing, preferably with experience and publications in the area. Salary depends on qualifications and experience. Applications, addressed to Dr. Michael R. Best, Chairman, Department of

English, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, should be received by 28 February 1982. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

THE UNIVERSITY OF MANITOBA. Faculty of Administrative Studies. Department of Business Administration. Applications are invited for a full-time appointment in the Production/Operations Management Area at the Assistant or Associate professor rank. Duties include teaching and research in the POM area, both graduate and undergraduate. Applicants must have a Ph.D. (or near completion) in Operations Management or similar area. Preference will be given to candidates with strong research record and proven teaching skills. Deadline for applications is January 1, 1982. Appointment date is July 1, 1982, or later if mutually agreed. Salary is negotiable, depending upon experience and track record. Both men and women are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Applications should be sent to: Dr. Jerry Gray, Head, Department of Business Administration, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF VICTORIA. Department of Chemistry. Graduate Studies/Post-Doctoral Research Positions. The Chemistry Department invites applications and enquiries on various aspects of graduate teaching and research. Well qualified students may be admitted to programmes leading to the degrees of M.Sc. and Ph.D. in the fields of inorganic, organic, physical and theoretical chemistry. Studies may also be undertaken in government-sponsored strategic areas of research such as environmental toxicology. Students accepted will receive financial support ranging from $8,706 to a maximum of $11,513 (1981 rates) for highly qualified candidates. A Co-operative Graduate Degree Programme in collaboration with Canadian industry is also offered. Applications for post-doctoral/research associate positions are invited in the following fields: inorganic photochemistry and luminescence, molecular spectroscopy, synthesis of novel aromatic hydrocarbons, inorganic chemistry crystallography, inorganic reaction mechanisms, organometallic chemistry, transition — metal catalyzed organic reactions, synthetic ionophore chemistry, coal chemistry and coal liquefaction. Post doctoral positions are tenable initially for one year with the minimum stipend (1981 rates) being $14,220. Renewable for a further year is possible. The Department also actively supports the NSERC University Research Fellowship programme and invites applications from outstanding candidates in all areas of chemistry. The Department is exceptionally well equipped with a wide range of modern instrumentation and laboratory facilities. A descriptive brochure is available, on request. The University is situated at the southern end of Vancouver Island an area noted for its mild climate, varied recreational facilities and thriving cultural activities. Applications should be directed to: Dr. R.H. Mitchell, Acting Chairman, Department of Chemistry, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. A position exists in the College of Dentistry, University of Saskatchewan, for a full-time faculty member in the Department of Restorative and Prosthetic Dentistry. Graduate qualification at the Masters level and certification in Restorative or Fixed Prosthodontics preferred. Duties include clinical and preclinical teaching in restorative dentistry and occlusion concepts to undergraduates and dental residents, service, and sharing departmental and College administrative duties. There is ample opportunity for research and continuing education participation. Depending on experience and academic background, applicants may wish to be considered for Head (Chairman) of the Department which includes the disciplines of operative dentistry, dental materials science, occlusion, endodontics, fixed and removable prosthodontics. Consulting and practice privileges to a maximum of two half days/week are permitted. An Intramural Practice Unit is provided for faculty who wish to utilize on-base facilities. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dean E.R. Ambrose, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITY OF SASKATCHEWAN. Department of Finance and Management Science. Applications are invited for faculty positions in the areas of Finance, Investments, Statistics and Quantitative Analysis. Teaching and research interests in one or more of these areas will be appropriate. Both visiting and tenure-track appointments are likely to be made, although the latter are subject to budgetary approval. Doctoral degree or equivalent is required for tenurable positions. Master's degree acceptable for temporary positions. Salary and rank commensurate with qualifications and experience. Résumés, including the names of referees, should be sent to: Dr. H. Bishara, Head, Department of Finance and Management Science, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO. Phone: (306) 343-3267.

UNIVERSITY OF SASKATCHEWAN. Department of Industrial Relations and Organizational Behaviour. Applications are invited for a visiting or tenure-track position in Industrial Relations at the assistant or associate professor level. Candidates must hold a Ph.D. degree or be at the completion stage of a degree in Industrial Relations. Responsibilities include teaching at the undergraduate and graduate levels and research leading to publication in major journals. Applicants with teaching proficiency in both industrial relations and personnel administration will be given preference. Salary will be competitive and based upon qualifications and experience. Positions are subject to budgetary authorization. Canadian citizens and permanent residents will be given preference. Interested individuals should send résumés to: Professor M. Ohtsu, Head, Department of Industrial Relations and Organizational Behaviour, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N OWO.

UNIVERSITY OF WINNIPEG. Department of History. The Department of History invites applications from qualified women and men for two tenure-track positions in Canadian social history. One appointment will be made at the junior level (Assistant Professor) and a second at a senior level (Associate or Full Professor). Ph.D., teaching experience and publications are required. Teaching duties: undergraduate courses in Canadian history as well as graduate courses in a joint M.A. programme. Salary commensurate with qualifications and experience. Applications with curriculum vitae and the names of three references should be sent to: Dr. Walter J. Stein, Chairman, Department of History, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Date of appointment: September 1, 1982. Applications close February 15, 1982. Only Canadians or permanent residents need apply for these positions.

UNIVERSITY OF WINNIPEG. Department of History. Applications are invited for a possible sessional position that fills a sabbatical leave in Art History. Preference will be given to applicants with expertise in Canadian art and/or Baroque-Modern art. Ph.D. or near, teaching experience and publications preferred. Teaching Duties: undergraduate courses in Art History. Salary and rank commensurate with qualifications and experience. Position subject to budget approval. Applications with curriculum vitae and the names of three references should be sent to: Dr. Watter J. Stein, Chairman, Department of History, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Date of appointment: September 1, 1982. Applications close February 15, 1982. Only Canadians or permanent residents need apply for this position.

UNIVERSITY OF WINNIPEG. Department of Mathematics. Applications are invited for a tenure-track position in Business Computing. Candidates should have demonstrated ability or the potential for research and effective teaching. Interest in one of the following would be an asset: Systems Analyses and Design, Data Base, Distributed Processing. Duties will include teaching at the undergraduate level, research and curriculum development. The University of Winnipeg has a DEC 11/70 and a VAX 750. Plans are underway to acquire access to an AMDAHL 470/V7 at the University of Manitoba. The successful candidate will have access to all three computers for teaching and research. Salary and rank dependent on qualifications. Applications, with a detailed curriculum vitae and three letters of reference, should be sent to: Professor W.C. Campbell, Chairman, Department of Mathematics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Starting date: September 1, 1982. Closing date: Before January 15, 1982. Only Canadians or permanent residents need apply for this position.

UNIVERSITY OF SASKATCHEWAN. Department of Accounting. Applications are invited for faculty positions from those with teaching and research interests in accounting. Ph.D. or equivalent and strong research interest required for permanent position. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications welcome until positions are filled. Send résumé to Dr. V. Bruce Irvine, Head, Department of Accounting, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITY OF SASKATCHEWAN. Menagement and Merketing. Applications are invited for faculty positions in the areas of Marketing, Business Policy and Environment and Health Care Administration. Teaching and research interests in one or more of these areas will be appropriate. Both visiting and tenure-track appointments are likely to be made, although the latter are subject to budgetary approval. Doctoral degree or equivalent is required for tenurable positions. Master's degree acceptable for temporary positions. Salary and rank commensurate with qualifications and experience. Résumés, including the names of referees, should be sent to: Dr. Asit Sarker, Head, Department of Management and Marketing, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N OWO.

UNIVERSITY OF SASKATCHEWAN. Business Administration and Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing and Organizational Behaviour. A Ph.D. or equivalent and strong research interest required for permanent positions, and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Some posifions are subject to final budgetary authorization. Appointments are normally effective as of July 1st. Please send résumés to: Dr. W. John Brennan, Dean, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N OWO.

UNIVERSITY OF ALBERTA. Faculty of Arts. The Department of Romance Languages invites applications for a tenure-track appointment in French-Canadian at the Assistant Professor level commencing July 1, 1982 (position subject to budgetary approval). Ph.D., teaching excellence and versatility are essential. Duties will include teaching of language, literature and civilization at all levels. Current floor of Assistant Professor is $24,098. Applications are to be sent to Prof. J.A. Creore, Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, T6G 2E6, and will be accepted until January 15, 1982. The University of Alberta is an equal opportunity employer. Because of the requirements of Canada Employment and Immigration, preference will be given to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Ophthalmology. Chairman and Head. University of Alberta and University of Alberta Hospital, Edmonton, Alberta. Applications and nominations are invited for the position of Chairman of the Department of Ophthalmology, University of Alberta and Head of Ophthalmology, University of Alberta Hospital. In addition to a full residency training programme the Department presently provides wide based ophthalmic services to regional opthalmologists. The in-patient services of the Department will shortly move into facilities in the just completed W.C. MacKenzie Health Sciences Centre, whilst the academic, teaching and out-patient services are planning a total revision of clinical and academic space. Opportunities also arise for innovative developments in relation to the Alberta Heritage Foundation for Medical Research. The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration regulations, Canadian citizens and permanent residents will be given preference. Applications and nominations should be made in confidence to: Dean D.F. Cameron, Faculty of Medicine, University of Alberta, 13-117 Clinical Sciences Building, Edmonton, Alberta, T6G 2G3.

UNIVERSITY OF ALBERTA. Department of Botany. Plant Ecologist. Ph.D. with background in biomass harvest techniques, computer programming, plant population and community dynamics. Successful applicant will be supported for two years by a post-doctoral salary grant from Alberta Environmental Research Trust, starting at $18,500 and potentially renewable: will live and work at Hondo Research Laboratory in summer, at Edmonton in winter. Can begin by 1 February 1982. Apply before 1 January 1982 with résumé and three letters to: Dr. George H. LaRoi, Department of Botany, University of Alberta, Edmonton, Alberta, T6G 2E9. Only Canadians or permanent residents need apply.

UNIVERSITE D'OTTAWA. Département de linguistique. Le Département de linguistique de l'Université d'Ottawa recherche un phonologue, de préférence dans le domaine de la phonologie française. Pour l'instant, il s'agit d'un poste temporaire d'un an, sujet à l'approbation budgétaire, qui pourrait devenir permanent. Le rang et le salaire seront en fonction de l'expérience du candevenir permanent. Le rang et le salaire seront en fonction de l'expérience du candidat. Le candidat devra détenir un Ph.D. (ou son équivalent) en septembre 1982. L'Université d'Ottawa est une institution bilingue. Les membres du Département devraient pourvoir enseigner en français et en anglais. Les canadiens et les immigrants-reçus se verront accorder la priorité. Les autres candidats ne seront pris en considération qu'en l'absence de canadiens ou d'immigrants-reçus d'un niveau académique suffisant. Les candidatures doivent parvenir à l'adresse suivante: Le Directeur, Département de linguistique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5, avant le 1er mars, 1982.

UNIVERSITY OF DTTAWA. Department of Linguistics. The Department of Linguistics of the University of Ottawa has a one year temporary position for 1982-83, subject to budgetary approval. There is a possibility that the position will become tenure track. Area of specialization: Phonology, preferably with a strong interest in French. Rank: Open. Salary: Commensurate with rank and experience. The candidate must have a Ph.D. (or equivalent) by September 1982. The University of Ottawa is a bilingual institution. Members of the Department must be able to teach in both English and French. Preference will be given to Canadian citizens and landed immigrants. Other candidates will be considered only if a suitably qualified Canadian (landed immigrant) is not available. Please send a complete dossier to: Chairman, Department of Linguistics, University of Ottawa, Ottawa, Ontario, K1N 6N5 by March 1, 1982.

UNIVERSITY OF REGINA. Department of Economics. One positlon, full-time, rank open. Ph.D., and experience for higher ranks, Ph.D. (or near completion) for assistant professor required. Candidates must be qualified to teach undergraduate and graduate economic theory (micro and macro). All specializations will be considered; however, special attention will be given to areas of applied research and public policy analysis. Salary is competitive, and commensurate with qualifications and experience. Send application with vitae and names of referees to Dean R.R. Robinson, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S OA2. Date of appointment is July 1, 1982. Closing date for applications is December 31, 1981.

UNIVERSITY OF ALBERTA. Department of Art and Design. Teaching position available. M.A. in printmaking required; teaching experience and exhibition record desirable. Applications are invited from suitably qualified women and men for a tenurable position as assistant professor commencing July 1, 1982, subject to available funding. Teaching duties range from courses for beginning and senior undergraduate students, to the supervision of graduate students in the master's program. Minimum salary: $24,098. (1981-82). Only complete applications, which include a curriculum vitae and a portfolio of slides or actual works, will be considered; they should be sent to the Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, Canada, T6G 2C9. The University of Alberta is an equal opportunity employer, but because of the requirements of Canada Employment and Immigration, preference will be given to Canadian citizens and landed immigrants. The deadline for the reception of applications is January 1, 1982.

UNIVERSITY OF VICTORIA. Department of Psychology. The Department of Psychology at the University of Victoria invites applications for two regular faculty appointments at the assistant professor rank, to commence 1 July 1982. A Ph.D. and demonstrated research ability are required; evidence of successful teaching experience is preferred. Salary is dependent on

qualifications; the salary floor for assistant professor in 1981/82 is $24,250. For position 1 the candidate must be a trained neuropsychologist with a strong commitment to one or another aspect of psychology, such as behavioral medicine, developmental, human electrophysiology. In addition to teaching undergraduates, the applicant will be expected to contribute significantly to the clinical and research competence of graduate students in neuropsychology. For position 2 the candidate must have excellent training and teaching competence in quantitative methods (multivariate analysis or psychometrics) and in one other substantive area of psychology. Candidates should send a curriculum vitae and arrange for three letters of reference to be forwarded to Dr. M.E. Corcoran, Acting Chairman, Department of Psychology, University of Victoria, P.O. Box 1700, Victoria, B.C. Canada, V8W 2Y2. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Closing date for receipt of applications is 1 February 1982.

UNIVERSITY OF TORONTO. Department of Cfessics. Applications are invited for a tenure stream position at the Assisfant Professor level in the Department of Classics. Applicants should have strong research interests in Greek philosophy (pre-Socratic and/or post-Platonic) and/or Greek drama. A Ph.D. or near completion of Ph.D. is required. The successful applicant will be expected to teach at all levels, both undergraduate and graduate, and to develop his or her scholarly interests in order to participate fully in the supervision of graduate students. The current salary floor for an Assistant professor is $20,500. The initial salary will be commensurate with qualifications and experience. The appointment will be effective July 1, 1982. Applications with c.v. and the names of three referees should be sent to Professor J.N. Grant, Department of Classics, 16 Hart House Circle, University of Toronto, Toronto, Ontario, M5S 1A1, by January 15, 1982.

UNIVERSITY OF OTTAWA. Computer Science Department. The Computer Science Department is seeking applicants for a tenure-track position. A Ph.D. in Computer Science or a closely related discipline is required preferably with specialization in one or more of the following areas: simulation methodology and software, software engineering, operating systems, theoretical computer science, artificial intelligence. Responsibilities will include teaching at the undergraduate and graduate levels, research and administrative activities. The candidate should have appropriate background to contribute to the development of a computer engineering program. Bilingualism (French and English) would be an asset. Only Canadian citizens or landed immigrants will be considered for this position. Applications will be received until the position is filled. To apply, send curriculum vitae and names of three references to Dr. Tuncer I. Oren, Chairman, Computer Science Department, University of Ottawa, Ottawa, Ontario, K1N 9B4.

UNIVERSITY OF WINNIPEG. Depertment ot Biology. Microbiology. Applications are invifed for a tenure stream position at the rank of assistant, associate or full professor. Candidates should have a Ph.D. and relevant experience in teaching and research. Teaching duties will include a course in general microbiology plus other duties as required. Salary dependent on qualifications and experience. Applications together with the names of three references should be sent to: Dr. R.A. Woods, Chairman, Department of Biology, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9. Closing date: when position is filled. Starting date: not later than August 1st, 1982. Only Canadians or permanent residents need apply for this position.

UNIVERSITY OF TORONTO. Economics. Visiting appointments in Economics. Visiting appointments throughout the professorial range mey be available for estebiished scholars on a full-time or parttime basis. Fields of specialization are open. Salaries commensurate with rank and qualifications. Interested candidates should write by February 15, 1982, providing curriculum vitae end the names of three referees to: T.A. Wilson, Director of Economics, Department of Politicel Economy, University of Toronto, Toronto, Onterio, M5S 1A1, Canada.

UNIVERSITY OF TORONTO. Economics. Assistent Professor (s) ot Economics, (up to 3 positions subject to budgetary approval). Teach chiefly in the mein stream ot the undergraduate curriculum three to tive year terms. Fields of specialization are open. Appointments may be made on the Erindale College campus, the Scarborough College campus and/or the central campus. Ph.D. required. Salary commensurate with qualifications. Interested candidates should write by January 15, 1982 providing curriculum vitae and the names of three referees to: T.A. Wilson, Director of Economics, Department of Political Economy, University of Toronto, Toronto, Ontario M5S 1A1, Canada.

UNIVERSITY OF TORONTO. Economics. Associate Professor (s) of Economics, (up to 3 positions subject to budgetary approval). Candidates must have a promising academic record and must have made significant contributions to their fields. Fields of specialization are open. Salary negotiable. The position (s) are in the tenure stream. interested candidates should write by January 15, 1982, providing curriculum vitae and the names of three referees to: T.A. Wilson, Director of Economics, Department of Political Economy, University of Toronto, Toronto, Ontario, M5S 1A1, Canada.

ROYAL ROADS MILITARY COLLEGE. Department of Physics. Royal Banks Military College has one or two tenure track vacancies in the Department of Physics effective 1 July 1982. Candidates should hold doctorate in physics preferably with experience in digital hardware and microcomputer applications. Appointment expected to be made at assistant professor level, but salary and rank dependent on qualifications and experience. Relocation expenses can be provided. Duties include undergraduate teaching and research, including opportunities to join existing funded research teams. Applications should include opportunities to join existing funded research teams. Applications should include complete dossier and names of three references and should be sent to: Dr. E.S. Grahem, Principal, Royal Roads Military College, F.M.O. Victoria B.C. V0S 1B0. This competition is open to both men and women. Knowledge of English only is required. Only Canadian citizens or landed immigrants need apply. Toute information relative à ce concours est disponible en Français et peut être obtenue en écrivant à Dr. Graham.

ROYAL ROADS MILITARY COLLEGE. Department of Physics. Physical Oceanography. Royal Roads Military College expects to have a tenure track vacancy in the Oepartment of Physics effective 1 July 1982. Candidates should hold doctorete or near doctorate in physical oceanography preferably with experience in digital hardware and microcomputer applications. Appointment expected to be made at assistant professor level but salary and rank dependent on qualifications and experience. Relocation expenses can be provided. Duties include undergraduate teaching in physics and physical oceanography, and research in marine science. Applications should include complete dossier end names ot three references and should be sent to: Or. E.S. Graham, Principal, Royal Roads Military College, F.M.O. Victoria B.C. V0S 1B0. This competition is open to both men and women. Knowledge of English only is required. Only Canadian citizens or landed immigrants need apply. Toute information relative à ce concours est disponible en Français et peut être obtenue en écrivant à Dr. Graham.

UNIVERSITY OF OTTAWA. Department of Pethology. Chair of Pathology. Applications are invited tor the position of Professor and Chairman of the Oepartment ot Pathology at the University of Ottawe School ot Medicine. The appointee must have suitable qualifications end experience to undertake responsiblility for: 1. reorganization ot the department within the new Health Sciences Building scheduled tor completion in March 1982; 2. teaching end research with the University Department; 3. coordination of University sponsored programs in pathology in the major affiliated teaching hospitals, the Children's Hospital of Eastern Ontario, the Ottawa Civic Hospital and the Ottawa General Hospital. Suitable candidates should be eligible for certification by the Royal College of Physicians and Surgeons of Canada and for licensure by the College of Physiciens end Surgeons of Ontario. We invite applications trom Canedien citizens, permenent residents and others eligible for employment in Ceneda at the time of epplication. An application, including curriculum vitae and eppropriate references should be forwarded to: Gilles D. Hurteau, Dean, Feculty ot Health Sciences, University ot Ottawa, Ottawa, Ontario, K1N 9A9, Cenada.

UNIVERSITE D'OTTAWA. Département de pethologie. Chaire de pathologie. L'Université d'Ottawa ouvre un concours pour le poste de Titulaire et Directeur du département de pathoiogie. Le candidat choisi aura là responsabilité de réorganiser le département dans le nouvel Edifice des Sciences de la santé, de la surveillance des programmes de formation et de recherche au niveau du département universitaire, et de la coordination des programmes intégrés aux départements de laborafoire des hôpitaux affiliés, soit l'Hôpital pour enfants de l'est de l'Ontario, l'Hôpital Civique d'Ottawa, et l'Hôpital Général d'Ottawa. Les candidats qualifiés devront être éligibles au certificat en pathologie du Collège royal des médecins et chirurgiens du Canada et au permis d'exercer du Collége des médicins et chirurgiens de l'Ontario. Prière de faire parvenir votre curriculum vitae et la liste de références à l'attention de: Gilles D. Hurteau, M.D., Doyen, Faculté des sciences de la santé, Université d'Ottawa, Ottawa, Ontario, K1N 9A9, Canada.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Adult Education. The Department of Adult Education is seeking applications for a position in organization development and qualitative methods, at the Associate or Full Professor level in a graduate program of adult education beginning in the 1982-83 academic year. The successful candidate will hold a doctorate in Adult Education or a highly related field of study, and have a minimum of five years' experience working in adult education. An established record of scholarly productivity is required. Responsibilities include teaching and supervising graduate courses, and carrying out field development and research activities. Preference will be given to candidates with an interest in women's learning needs, in addition to experience in organizations development and qualitative methods. Authorization has been given, subject to the availability of funds, for a tenure-track eppointment to be made it appropriate and if the successful applicant is approved tor such an appointment. The successful applicant will be expected to provide evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained contribution to the field. Applications with a curriculum vitae and names of at least three referees should be sent to: Dr. Michael Fulien, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Onterio, M5S 1V6. Only Canadiens or landed immigrants to Canada need apply for this position. The deadline for applications is January 30, 1982.

UNIVERSITY OF WINNIPEG. Depertment ot Statistics. Applications are invited for a tenure stream appointment beginning September 1, 1982. Duties involve the teaching of undergraduate courses in Statistics. A Ph.D. in statistics is preferred. Salary and rank will be commensurate with qualifications and experience. Send curriculum vitae and three letters of reference to: Professor W.C. Campbell, Chairman, Department of Mathematics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Closing date for applications: March 1, 1982. Only Canadians and permanent residents need apply.

UNIVERSITY OF SASKATCHEWAN. Department of Civil Engineering. Applications are invited in the geotechnical area for a tenure track position in the Department of Civil Engineering. Post graduate treining is essential, and a Ph.D. or equivalent industrial experience would be an asset. The successful candidate will be expected to teach undergraduate clesses, and to undertake research in geotechnicel engineering. Civil Engineering has a faculty of 18 and about 50 undergraduate students in each year of the course. The Department has a well-equipped graduate laboratory, end an excellent opportunity exists tor growth and leadership. The successtul applicent would be expected to participate in problems related to resource development, in which the Department has an on-going active reseerch program. Salary will be dependent on qualificafions and experience, but is expected to be in the Assistant Professor rank (ceiling approximately $39,000 — 1981 scale). The date of appointment will be July 1, 1982. Closing date for epplications is February 28, 1982. Applicents should send their curriculum vitae to: Professor C.D. Smith, Head, Department of Civil Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0WO.

ACADIA UNIVERSITY. Military and Strategic Studies. Applicetions are invited for the position ot Visiting Professor of Military and Stretegic Studies. Areas of responsibility include modern military history, defence studies end Canadian and international defence policy. This is a two-year, non-renewable, appointment funded by the Department of National Defence. Candidates would be expected to have a Ph.D., publications and relevant experience. Starting date: July 1, 1982. Only Canadian citizens or landed immigrants will be considered for this position. Letters of application together with curriculum vitae and references are to be sent to: Dr. Maurice Tugwell, Acting Dean of Arts, Acadia University, Wolfville, Nova Scotia, B0P 1X0, by March 1, 1982.

UNIVERSITY OF GUELPH. Department of Clinicel Studies. Lerge Animal Medicine. A position in Large Animal Medicine is available in the Department of Clinical Studies, University of Guelph, as of January 1, 1982. Competence in generel medicine of all species of Large Animals will be required of the successful applicant. The duties of the applicant will be to teach large animal medicine at the undergraduate and greduate level, to participate as a Clinician in the Veterinary Teaching Hospital and to conduct research in food animal medicine. Completion of an intern/residency program and a research degree are desirable. Academic rank and salary will be commensurate with experience and qualifications. Applicants must be licensed to practice veterinary medicine or eligible for licensure in the Province of Ontario. Only those persons who legally are entitled to work in Canada need apply. Position is subject to budgetary approval. Enquiries regarding the position should be made to: Dr. M.R. Wilson, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITY OF WATERLOO. Department of Anthropology. Applications are being accepted tor the position of Assistant Professor (1-or 2-year definite term appointments). Candidates must have a Ph.D. in physical anthropology with a specialization in osteology or fossil man being preferred. Duties include teaching introductory anthropology and advanced undergraduate courses in human evolution. An ability to teach an advanced undergraduate course in primate behaviour or in cultural anthropology is an asset. Salary floor is currently $21,900. To apply send vitae and names ot three referees to Thomes S. Abler, Chairmen, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1982. Closing date for applications is January 31, 1982. The availability of this position is subject to budgetary approval. The Government ot Canada requires that we state that only Canadians or Landed Immigrants to Canada need apply for this position.

UNIVERSITY OF WATERLOO. Systems Design Engineering. Applications are being accepted for the position of Assistant Protessor. Tenure-track position, initial appointment for three years. Candidates should have a technical background and research interests in one or more of the following areas: Pattern recognition, information systems, image processing, machine intelligence, signal processing, optimization, and applications of microcomputers. Ph.D. in an appropriate area is required. Duties include undergraduate and graduate teaching and supervision of students as well as developing a strong research programme. Salary will be commensurate with experience and qualifications. No closing date for receipt of applications which, together with c.v. and the names of three referees, should be sent to Dr. K. Huseyin, Chairman, Department of Systems Design, University of Waterloo, Faculty of Engineering, Waterloo, Ontario, N2L 3G1. Only Canadians or Landed Immigrants to Canada need apply for this position.

UNIVERSITY OF WATERLOO. Statistics. Applications are being accepted for the position ot assistant, associate or full protessor of Statistics. Applicants must have a Ph.D. and have the ability to carry out an effective independent research program, to teach, and to direct graduate research in Probability and Statistics. Duties include undergraduate and graduate level teaching, graduate student supervision, and research. Salary and rank are offered commensurate with qualifications and experience. The effective date of appointment is July 1, 1982 or earlier and is subject to availability of funds. The closing date for reception of applications is March 15, 1982. Only Canadians or Landed Immigrants to Canada need apply for this position. Send applications to Dr. J.F. Lawless, Chairman, Department ot Statistics, University of Waterloo, Waterloo, Ontario, N2L 3G1.

UNIVERSITY OF WATERLOO. Department of Spanish. Applications are being accepted for a faculty position in Spanish, preferably in the Spanish American area. Qualifications include Ph.D. in Spanish. Experience in language and literature teaching with evidence of strong commitment to research. Duties include undergraduate teaching of language and literature courses, both Peninsular and Spanish American. Salary and rank are commensurate with qualifications and experience. Those interested should send applications to Dr. B. Thalman, Chairman, Department of Spanish, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1982. One or more one-year appointments will be subject to availability of funds. Only Canadians or permanent residents need apply for this position. Position open until filled.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are being accepted for an anticipated opening in Industrial/Organizational Psychology. Rank is open. We are especially interested in applicants with competence and interests in organizational behavior but will consider applications in all areas of I/O. Regardless of area of specialization, applicants at the junior rank should show considerable promise as a scholar and a commitment to the development of an active and sustained research program. Applicants at senior ranks should have demonstrated scholarly excellence. In addition to research, responsibilities include teaching at both the graduate and undergraduate levels and supervision of student research. The person hired will have a unique opportunity to be a significant figure in the development of a Ph.D. program in I/O as well as of an ongoing Master of Applied Science program in I/O. The salary is competitive. Only Canadians or landed immigrants to Canada need apply for this position. Applications will be accepted until the position is filled; to ensure consideration all material should be available by February 1, 1982. Applicants should submit a complete vitae and samples of scholarly work (e.g. reprints, thesis), and see that at least three letters of recommendation are sent directly to Dr. T. Garry Waller, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to budgetary approval.

UNIVERSITY OF WATERLOO. Department of Physics. Applications are being accepted for the position of Postdoctoral Fellow or Visiting Research Professor to join in the investigation of CDW and intercalation structure in 1-D and 2-D crystals. Experience in HREM, HEED, CBED or XRD desirable. Appointment for one year with possible renewal for a second year by mutual agreement. Salary in the range $16,000 to $20,000 p.a. depending on qualifications. Open until position filled. Send applications, with the names of three references to Professor F.W. Boswell or J.M. Corbett, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Only Canadians or landed Immigrants to Canada need apply for this position.

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for the position of a tenure-track appointment commencing January 1, 1982 or earlier. The requirements are: Applicant should hold a Ph.D. and have experience in the general area of combustion and have research interests therein. The successful applicant will be expected to interact with faculty who have related research interests in thermal engineering. Teaching responsibilities will primarily cover undergraduate and graduate courses in the area of thermal engineering, including combustion, heat transfer, thermodynamics and energy conversion, but a willingness and ability to teach fluid mechanics and engineering mathematics will be an asset. Salary and rank will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of teaching and research interests, and the names of three references should be sent to: Professor D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Only Canadians or landed Immigrants to Canada need apply for this position.

UNIVERSITY OF WATERLOO. Faculty of Mathematics. Department of Combinatorics and Optimization. Applications are being accepted for the position of an Assistant or Associate Professor in Continuous or Discrete Optimization. The position is for a three-year definite term, with the possibility of a tenure track appointment at the end of this period. Applicants should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will also include the supervision of graduate students. Salary and rank will be commensurate with qualifications and experience. Effective date of appointment is September 1, 1982. Interested individuals should send résumés and the names of three references to Professor J.A. Bondy, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. Only Canadians or landed immigrants to Canada need apply for this position. Subject to availability of funds.

UNIVERSITY OF WATERLOO. Department of Kinesiology. Applications are being accepted for the position of Assistant/Associate Professor. Ph.D. with background in biomechanics. Provide research direction in the mechanics of human movement. Teach biomechanics at the undergraduate and graduate levels. Salary offered is Assistant Professor (minimum $21,900), Associate Professor (minimum $28,400). Salary and rank commensurate with experience. Apply to Dr. M.T. Sharratt, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Deadline for applications open until position filled. Appointment effective January 1, 1982. Only Canadians or landed immigrants to Canada need apply for this position.

UNIVERSITY OF WATERLOO. Electrical Engineering. Applications are invited for a faculty position in the Department of Electrical Engineering at the University of Waterloo. Candidates should have a doctorate and a commitment to excellence in teaching and research. All areas of electrical engineering will be considered. Salary and rank will be commensurate with qualifications. It is expected to make the appointment early in 1982 although it will remain open until a suitable candidate is found. Résumés should be sent to: Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Only Canadians or landed immigrants to Canada need apply for this position.

UNIVERSITY OF WATERLOO. Economics. Applications are being accepted for one or more appointments in ranks commensurate with candidates qualifications. Ph.D. with competence in both scholarship and graduate (MA) and undergraduate teaching. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: monetary economics, resource economics, macroeconomics, industrial organization, and econometrics. Strong candidates in other areas will also be considered. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. Applications, including a curriculum vitae and references, should be sent to Dr. Karl Bennett, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. One or more one-year appointments. One or more continuing appointments. Appointments available until positions filled. Only Canadians or landed immigrants to Canada need apply for these positions.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance. Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) accounting information systems. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1982 or by arrangement. Appointments available until positions filled. Send résumés to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. Only Canadians or landed immigrants to Canada need apply for these positions. The availability of these positions is subject to budgetary approval.

UNIVERSITY OF WATERLOO. Actuarial Mathematics. Department of Statistics. Applications are invited for a faculty position in actuarial science. Starting date July 1, 1982. A post-graduate degree, associateship in the Society of Actuaries, and the ability to teach and do research are required, and additional academic or professional qualifications are desirable. Duties include undergraduate and graduate teaching and research. Send curriculum vitae and errange for three letters of reference to be sent to Dr. J.F. Lawless, Chairman, Department of Statistics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Subject to availability of funds. Only Canadians or landed Immigrants to Canada need apply for this position.

UNIVERSITY OF VICTORIA. Department of Spanish. Applications are invited for a regular full-time assistant professor of Spanish, effective July 1, 1982. Ph.D. or equivalent required. Specialist in Peninsular literature (nineteenth or twentieth centuries). Publications and teaching experience desirable. Native fluency preferred. Duties: teaching of Spanish language and literature at all undergraduate levels. Salary: according to qualifications and experience. Applications (including curriculum vitae and names of three referees) should be sent, before February 15, 1982, to the Acting Chairman, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Canadian immigration regulations now require the University to assess applications from Canadian Citizens and permanent residents of Canada before assessing applications from other persons.

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Environmental Toxicology. Applications are invited for two tenure-track positions, one at the assistant professor level and one at the associate professor level. The successful applicants will teach undergraduate courses in environmental toxicology and graduate courses in industrial toxicology and food and drug toxicology. Candidates must have a Ph.D. degree with experience in toxicology and a strong record in research. The successful applicant will be expected to develop and maintain an active research program in an area of toxicology appropriate to a Life Sciences Dept. Preference will be given to candidates eligible for employment in Canada at the time of application. The positions are available from 1 September 1982 subject to budgetary constraints. The current salary bases for the assistant and associate professor rank are $25,000 and $31,600/yr. respectively. Applications should include a curriculum vitae, a brief statement of research interests and objectives, and selected reprints of published research. Applicants should request confidential assessments of their research and teaching ability from three referees, to be forwarded to Dr. K.K. Nair, Chairman, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Deadline for receipt of applications is 31 January 1982, or until the positions are filled.

UNIVERSITY OF MANITOBA. Libraries. Head. Cataloguing Department. Technical Services Division. Salary commensurate with training and experience. Minimum $30,000 per annum. Reporting to the Assistant Director for Technical Services, the incumbent is expected to provide general organization and bibliographic control of monographs, serials, and non-book materials for the library system; to participate in establishing policies and standards; to provide for staff development; and to participate in planning uses of computer technology in the Department and in the library system as needed. Requires an accredited library degree; a minimum of four years experience in technical services, three years of which must be in a cataloguing environment. Experience with Utlas or another large bibliographic utility; LC classifications and subject headings; and AACR 2. Demonstrated managerial skills essential. Job description will be mailed upon request. Both men and women are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Submit résumé, including the names of three references and salary requirement, by December 31, 1981, to: K. Roy Bonin, Assistant Director for Administrative Services (Libraries), Elizabeth Dafoe Library, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF MANITOBA. Libraries. Original Cataloguer (Slavic). Original Catalogue Section. Cataloguing Department. Salary: commensurate with training and experience. Minimum $16,842 per annum. Reporting to the Head, Original Cataloguing Section, the incumbent is expected to complete cataloguing for all items routed to his/her subject specialty area, to do original classification and cataloguing of materials in the cryillic alphabet, and to adapt machine reedable records for slavic items. Requires an accredited library degree; some experience with AACR 2, Library of Congress classification and subject headings, and an automated cataloguing system such as Utlas. Good oral and written communication skills in Russian and Ukranian. Job description will be mailed on request. Both men and women are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Submit résumé, including the names of three references and salary requirement, by December 31, 1981, to: K. Roy Bonin, Assistant Director for Administrative Services (Libraries), Elizabeth Dafoe Library, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF MANITOBA. Libraries. Reference Archivist. Department of Archives and Special Collections. Salary: commensurate with training and experience. Minimum $16,842 per annum. Reporting to the Head of Archives and Special Collections, responsibilities include replying to reference and research queries, supervising the archives reading room and implementing reading room procedures and regulations, assisting the Head with the various processes required in handling the University Archives collection. Requires a Master's degree in History or Political Science, an accredited library degree and/or relevant archival experience or training in archival studies; good human relations and communication skills; problem solving ability. Job description will be mailed upon request. Both men and women are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Submit résumé, including the names of three references and salary requirement, by Oecember 31, 1981, to: K. Roy Bonin, Assistant Director for Administrative Services (Libraries), Elizabeth Dafoe Library, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for a senior full professor position effective 1 July 1982 from candidates with a distinguished research record in one or more of the following fields: Environmental/Natural Resource Economics, Economic Development and International Trade (with specific interest in the Pacific rim area), and Policy Analysis/Operations Research/Management Science. Major responsibilities involve teaching of graduate courses and supervision of graduate students research. This position is funded from the Lansdowne Endowment to the University. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Please send applications to: Or. K.L. Avio, Acting Chairman, Oepartment of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for a one-year visiting assistant professor or visiting lecturer position in Commerce for 1982/83. The successful candidate will be required to teach courses in Accounting and in organizational Behaviour. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Please send applications to: Dr. K.L. Avio, Acting Chairman, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for applications is February 15, 1982.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited to fill two positions: (1) regular full-time assistant professor position effective 1 July 1982. Candidates should hold a Ph.D. in Economics. The preferred field of specialization is economic history. Teaching assignments will include Canadian economic history. (2) Visiting assistant professor position during the academic year 1982/83. Candidates should hold a Ph.D. in Economics. Preference will be given to candidates with specialization in quantitative methods and managerial economics, and with graduate teaching capabilities in this specialization. This position is subject to budgetary approval. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Please send applications to Or. K.L. Avio, Acting Chairman, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for applications is February 15, 1982.

Taxation and individual rights...from p.40

Service. In effect, the provision would mean that only those tax lawyers who were approved by the Internal Revenue Department could practice before the tax bar. The reason for the proposed directive was the Internal Revenue's concern with a proliferation of tax shelters, many of which they did not feel were legitimate. If the same approach were to be used in the criminal field, one would find a rule that would state that any defending lawyer who defended murderers who "obviously" were guilty but were found innocent because of the lawyer's ability to defend them, would not be allowed to practice in the criminal courts. Certainly in this way more convictions would be obtained of innocent as well as guilty people. This solution in the criminal field would meet with a public outcry. Civil liberties groups have also challenged the provision in the tax areas, but the fact that it was seriously put forward by the Internal Revenue Service shows how far the principles of individual rights deviate from those in other areas.

This brings us to the case of James Richardson & Sons Limited — decision of the Federal Court of Canada which was given in June of this year. This stock brokerage firm has a large number of clients who trade in commodities, and the Department wished to check to see if those trading in commodities were paying their taxes. A demand was accordingly made of the firm by the Minister of National Revenue to provide a complete listing of the firm's branch offices and of its commodity trading customers, identifying their accounts and all their trades. The firm applied to quash the demands of the Minister on a number of grounds, alleging that there was no particular offence alleged against any of the customers, that requiring the firm to provide such information on other taxpayers was contrary to the principles of natural justice, and that it was contrary to the Bill of Rights. The court rejected all these claims and in essence stated that there is no need for the tax department to believe that any particular person has committed an offence. In effect it was legitimate for the revenue authorities to go on a fishing expedition looking for possible offenders among an otherwise entirely innocent list of customers. Furthermore, if the firm did not comply with the demand, it would be guilty of an offence under the Income Tax Act. In effect, what the decision holds is that individuals in Canada may unwittingly be forced to spy on those with whom they have any commercial or other relations.

One might say that there is nothing wrong with the Department obtaining such information. However, the principle which is being legitimized in the decision has serious ramifications for all taxpayers, including those in the academic community who value their right to privacy. The taxing authorities perhaps have a legitimate reason to ask a university to provide details of financial transactions with their academic staff, but what if a request is made of a bank to provide details of all financial transactions with its customers? With the social insurance number and computerized banking, it is possible to extract in detail the transactions of each individual, and in particular to ascertain where monies are being paid and from whence monies are received. Or a charitable organization to provide a list of its members. Or a political organization which issues receipts for tax purposes of a list of its donors. What if such information is then released to other government departments?

Because the revenue department has an agreement with the R.C.M.P. to share information in certain areas, it isn't a far step for the government at any time to request, for the sake of national security, that lists be made up of individuals who might pose a problem to the government. The disturbing feature about this is that it can occur secretly without a person ever knowing that information is being accumulated on that person from sources which the person would consider private. The recent pronouncements of the department, in Information Circular 81-8 dealing with the Human Rights Act, do little to alleviate the problem.

The James Richardson decision also illustrates the futility of relying on a bill of rights for protection against such abuses. In the judgment, the court indicated that the right of the individual to life, liberty and security of person and enjoyment of property, and "the right not to be deprived thereof except by due process of law", is satisfied if a taxpayer has the ability to come to court to complain of an act, even though such taxpayer cannot stop the commission of the act itself. "Due process" must surely mean that the individual's property cannot be taken away without some legitimate reason for such taking; and if the state through the Department of National Revenue has carte blanche to obtain any information it wants and the taxpayer can complain but not stop the seizure, then the right to due process of law is meaningless.

In light of the erosion of individual rights in the income tax area, which is affecting individual rights in other areas, one can only wonder how long this trend is going to continue before people will begin to take serious notice and ask whether such erosion is justified for the sake of efficient tax administration. To trade one's liberty for material gain is a story that has been told in many ways over the centuries, but the conclusion is the same — that the bargain is foolish for the one giving up freedom. Unfortunately for the Canadian taxpayer, even if Daniel Webster could be reincarnated to stop the trend, it may soon be too late.

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ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Taxation and individual rights

by Walter K. Mis

It seems rather ironical that at a time when Canada is involved in a constitutional battle between the federal and provincial governments over the question of repatriation of the Canadian constitution with a Charter of Rights, decisions are emanating from Canada's highest courts which seriously restrict the applicability of the current Bill of Rights in income tax matters and throw in doubt the usefulness of the proposed Charter of Rights. It is generally assumed that by enshrining a charter of rights in a repatriated constitution, Canadians would be better protected than they now are from the abuses of power particularly by government. Although this may be true in some areas, it is not the case in the income tax area. There has been a strange silence on this point, particularly from the academic community which one would expect would be among the first to defend individual freedoms.

Perhaps this is due to the general reluctance to question matters relating to income tax because of the complexity of the legislation. More likely it results from the general apathy towards civil rights in relation to tax matters. When one raises the question of individual rights in the area, the response is that "the end justifies the means" or the "wealthy persons have too many rights in the first place". Unfortunately this attitude on the part of the population in general, and academics in particular, has allowed a steady erosion of individual rights to take place in the income tax area without any serious objection being raised.

In the United States, the tax revolt of the early 1970s, although based upon the premise that both the state and federal governments were collecting and spending too much of the collective income, has resulted in an analysis of the entire question of the power to tax and what limits can reasonably be placed on such government power. In Canada, this area is for the most part unexplored. Before looking at a recent case which has further eroded individual rights to privacy, it would be useful to look at some of the practices employed in the income tax area to see just how far they deviate from the norm.

In the criminal area it is generally accepted that a person is innocent until proven guilty. The present Bill of Rights provides that no law of Canada is to be construed or applied as to "deprive a person charged with a criminal offence of the right to be presumed innocent until proved guilty according to law in a fair and public hearing by an independant and impartial tribunal".

Under the Income Tax Act, the assessments for tax and any penalties are, with a few exceptions, not to be considered as criminal in nature, and therefore the principle has been accepted for many years that with respect to income tax matters a taxpayer is "guilty" until he can prove his innocence. The justification for this is stated to be that the taxpayer knows his own affairs best and therefore should be able to prove his innocence, and if he cannot he must be guilty, or to use the language of the Income Tax Act, liable to pay the income tax as assessed. What this line of reasoning fails to consider is the fact that the same argument could be used in the case of an accused murderer who presumably knows best whether or not he committed the alleged offence and therefore should be required to prove his innocence or else be convicted as charged. The Bill of Rights protects the murderer but not the taxpayer.

Another basic right is the protection against self-incrimination which is enshrined in an amendment to the U.S. Constitution and embodied in a different format in the federal and Provincial Evidence Acts. This protection, however, is only afforded to testimony given "in court" in Canada, and therefore the express provisions in the Income Tax Act which require a taxpayer to answer questions and co-operate with the tax department before any court proceedings are commenced, make refusal to answer questions an offence long before an opportunity to seek the protection of the Evidence Acts arises.

The protection of the privacy of a person's home has been jealously guarded by the law, and for this reason before police may enter a home they must obtain a search warrant which requires an affidavit in support indicating what criminal offence is believed to be involved and justifying the entry. It is acknowledged that the power under the Income Tax Act for income tax enforcement officers to enter at any time of day or night is perhaps only superseded by those given the police under the Narcotic Control Act. The supporting evidence required to justify entering any home, building, or other place, whether of a taxpayer or one associated with the taxpayer, so as to seize anything which in the opinion of the taxing authorities could be useful to them, is relatively minimal. They must admittedly obtain a judge's order, but it is seldom stated that a judge in such circumstances has little option but to grant such an order. A judge cannot question if there are reasonable grounds or if such entry is proper. A number of Canadian tax cases have upheld the right of the Minister of National Revenue to seize all the books and records of a taxpayer, even if only a single offence is suspected involving a part of the taxpayer's activities.

Perhaps a prime illustration of the inequitable drafting found in the Income Tax Act is the limitation periods which govern the time within which a person must appeal an assessment. If that appeal is not filed within the time period the right to appeal is lost, and although extensions are theoretically possible by court order, these are rarely given since the grounds are very restrictive. The tax department may voluntarily reopen an assessment for a taxpayer; however this is only done for the previous year and for limited reasons.

On the other hand, the Department has four years within which to change its mind with respect to any assessment. This leads to the practice in many instances of the Department allowing the taxpayer to file returns on a certain basis for two or three years, on the assumption that the calculations are being made in accordance with the Income Tax Act, and then issuing a notice of reassessment for up to four years retroactively and increasing the tax payable on the basis that the previous years' calculations were incorrect. A taxpayer in such circumstances is unfairly led to believe that the calculations in the first year are made in accordance with the law and then subsequently reassessed with interest added and sometimes penalties. The inequity of allowing the Department four years within which to change its position and only giving the taxpayer ninety days is inherently unfair.

In the area of enforcement and compliance, some of the procedures of the Department also are reminiscent of the medieval ages when public hangings and floggings were considered to be an appropriate way of discouraging others from committing similar offences. In the Department's Information Circular 73-10R2, the Department states that it "believes that publicity in all news media on the cases taken to court provides a means of obtaining increased compliance with the law through the deterrent effect of such publicity on taxpayers who might be tempted to indulge in tax evasion and through the probable incentive on other tax evaders to make a clean breast of their offences". As a consequence the Department publishes statistics listing those convicted and their fines and actively disseminates information regarding the consequences of non-payment of tax, particularly around April of each year. Such scare tactics, threats and publicity are certainly not what the John Howard Society would consider as appropriate ways of dealing with those convicted of criminal offences.

Because of the relative apathy which has met the Department up to now with respect to new provisions which continue to erode individual rights, the Income Tax Act is a convenience tool for introducing procedures which would not be accepted in other areas. Once so introduced it is only a matter of time before they creep into other areas. In this connection one need only recollect the debate involving the social insurance number which was introduced through the mechanism of the Income Tax Act and initially represented as being for income tax purposes only. In fact, use of the number has spread like the plague throughout our society up to a point where individuals are now beginning to realize the danger of having all the details of their private lives channelled through the "Big Brother" government computer.

The self-confidence of the revenue authorities is evident in the United States where the Internal Revenue Service recently proposed a rule which would ban lawyers from practicing before the tax bar in the United States if such lawyers gave opinions in the case of income tax shelters which were not acceptable to the Internal Revenue

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CAUT economic benefits policy papers

During the past year, members of the Economic Benefits Committee have been working on policy papers covering a range of benefits. Readers of the newsletter *Facts & Figures* and *Table Talk* will be receiving these documents. Readers of the *CAUT Bulletin* will be kept informed of their publication and will be able to order copies from the Economic Benefits section of CAUT. Comments will be welcomed.

The first document "CAUT — Pensions and Pension Policy" was published in the September 15, 1981 issue of *Facts & Figures*, (Vol. III, no. 13). The table of contents is as follows:

Introduction

1. Level of Benefits
2. Retirement Age
3. Pension Options
4. Contributions
5. Vesting
6. Portability
7. Leave
8. Inflation Protection
9. Long Term Liability
10. Death Benefits
11. Past Service Contributions
12. Plan Administration

References

The next policy paper, to be published shortly, will be on 'Death Benefits". This document will deal mainly with group life insurance. The table of contents is as follows:

I. Objective (of group insurance)

2. Plan Design: Group Insurance
   a) Basic Policy
   b) Optional Insurance
   c) Maximum Coverage
   d) Options at Termination of Employment

3. Plan Funding
   a) Cost Sharing and Taxation
   b) Premium Rates
   c) Reserves
   d) Risk Management, Experience Rating and Rebates
   e) Retention Costs

4. Administrative Details
   a) Waiting Period and Effective Date
   b) Eligibility Requirements
   c) Participation Requirements
   d) Policy Service
   e) Rebates

   Appendix A—Guide for determining life insurance needs.
   Appendix B—CAUT Group Life Insurance analysis check list.
   Appendix C—Summary description of existing university life insurance plans.